

**Faculty Senate Meeting  
11/23/99**

**Attendees:** Celia Schzezinski, Mary McGlaughlin, Bill MacGregor, Butch Gerbrandt, Henry Gonshack, Curt Link

Henry Gonshack stated that the Administration had told him that the Carolyn Phillips/Faye Wilson firings were not the business of the Senate.

The point has been made that ordering of books IS a Senate matter.

Three Senators also requested a meeting.

Henry apologized for leaving the impression that the meeting would be closed.

Henry then asked for input from those opposed to the Administration decision.

**George Waring** had the following question:

Should the Faculty play a role in the reorganization of the bookstore?

Should the bookstore be on the academic side of the campus?

What are the benefits of reorganization of the bookstore?

George thinks that the current managers of the bookstore are marvelous.

George expressed concern that her firing was retribution for Carolyn's hiring decision when Faye Wilson was hired.

He brought up a question as to whether Tech is a good work place for non-tenured females.

George expressed concern that the Chancellor has not been as active as he (George) would like.

**Gary Mannix:**

Gary thinks the bookstore IS a faculty issue.

He stated that there is a morale problem at Montana Tech due to administration.

He stated that the Faculty needs to take a stand.

Gary stated that his daughter worked for Carolyn, and thought she was the nicest person she ever worked for.

**John Ray**

John agreed with Henry's memo as to why this meeting was called.

He thinks that books and the bookstore are integral to Faculty work.

He said that the Faculty Handbook says the concerns of the Faculty are "whatever the Faculty decides it wants to be involved in".

Senate should be a forum for soliciting input from Faculty and students.

He is concerned that an urge to turn a profit would lead to high expenses to students.

He hopes that the Senate will make a recommendation to the Administration.

John asked "is the Chancellor in charge?" He believes that the wrong persons are making decisions.

**Bill MacGregor**

Bill saw the bookstore re-organizational chart: A "professional" will take the place of the bookstore manager.

Bill found that his work with the bookstore became much more effective after Carolyn took over.

Bill absolutely depends on Faye to get his books ordered.

He sees Faye as a Faculty liaison.

He said that the dismissal of Charlene Tate was the "archetype" of "this sort of treatment".

He doesn't want to see a division of academics and finance.

**Roberta Ray**

She overheard a student that said Carolyn was the nicest person she ever worked for.

Other employees Roberta talked to are afraid of retribution.

She thinks that the Faculty has the moral obligation to speak out against this atmosphere.

She thinks that an old boys' network runs the campus.

Carolyn said that Hintz pressured her to hire “B.D.’s?? relative. Carolyn did not. She said some people think Carolyn was fired because she got cancer.

**Jerry Van Ackeron** was out of town.

John Hintz sent Henry a memo saying he would meet with Henry and Celia individually, but did not want to discuss a personnel matter in public.

Henry presented his understanding of the Administrative point of view, which came from a conversation with Jerry Van Ackeron:

He said Carolyn was given the opportunity to apply for the position of Assistant Director, but refused.

Bookstore has been loosing 40,000 to 60,000 per year for several years. An efficiency expert laid out a plan to get the bookstore into the black. This would include on-line ordering and better advertisements. Since the campus is in fiscal trouble, it is imperative to get into the black by bringing in someone who has fiscal management capabilities. He thinks that Carolyn is not the person for the job. Faye will be staying on for several more months, so an adequate transition will be made

### **General Discussion:**

Roberta Ray thought that Carolyn’s boss should take the heat.

John Ray wondered what the pay of the new “professional” would be. He said that costs to students would go up to support the higher pay scale. He wonders what “rent” is being charged to the bookstore.

Butch Gerbrandt had to leave the meeting due to another commitment, but made a few comments prior to leaving. This was his input:

He thinks that the administration is most likely concerned that the bookstore “break even.”

He suggested that a bookstore governing board or committee be formed to oversee the bookstore. This board would include representation from faculty as well as bookstore personnel, administration, and students.

A motion was made by Butch and seconded by Bill Macgregor that the Senate formally recommend that such a board/committee be formed. Motion passed.

Chair Henry Gonshak made a closing statement, indicating that he and Vice-Chair Celia Schahczenski will meet with Chancellor Gilmore and Vice Chancellor Hintz next week to discuss the matter at hand.

Curtis Link added that during this meeting, the Senate should request that the administration make a formal public statement regarding their position on this issue, so the Senate may then formally respond to the statement.

John Ray expressed concern that the Senate follows up on the matter.

Roberta Ray suggested that the Senate contact Carolyn Phillips and Faye Wilson to get their side of the story.

Bill Macgregor pointed out that while the Senate does not have jurisdiction on personnel issues and should not get involved, if there are patterns of administrative decisions that affect the campus community, the Senate should get involved.

George Waring(?) asked if there is any protective entity that Carolyn can approach. Since her position is not a union position, there is not.

Gary Mannix noted that due to legal ramifications, great care should be exercised with what is said during contact with any of the parties involved.

Meeting adjourned 5:50 pm.