

Minutes  
Faculty Senate Meeting  
Oct.10, 2002

1. In attendance: John Brower (chair), Mary MacLaughlin, Rick Appleman, Andrea Stierle, John Metesh, Danette Melvin, Chip Todd, Dave Carter.

2. Minutes of the last meeting were approved as submitted.

3. Committee reports: None.

4. Discussion by VCAAR Susan Patton, RE faculty pay pool and part-time pay increases:

VC Patton reported that the immediate crisis has dissipated due to an increase in enrollment, which results in more state funding coming to Tech. Thus, the 4% overall pay increase will take place in November as scheduled, and part-time a 4% increase in January. This will increase them to \$832/credit hour, up from \$800.00. The UM pays \$1,000/credit hour. Summer classes have been at \$880/cr. hr. Part-time pay rates are overdue for adjustment, as they have not been changed for many years. Next year's funding for all faculty pay remains a problem, in the face of anticipated budget reductions, and little room to maneuver in the budget. Increased tuition is one option.

The senate expressed concerns about the budgeting process, and the need to anticipate part-time pay needs, rather than having to deal with it on a crisis basis, with the only source for funding defaulting to the full-time faculty pay pool. While acknowledging the budget advantages of part-time vs. full-time teachers, and the need to obtain specialty expertise from off-campus, concern was also expressed about the trend to more part-time teachers, and the implications for quality of academic programs. It was noted that the part-time budget could fund several full-time positions. The alternative of freezing positions vacated by faculty who leave or retire results in higher work loads for those remaining, posing a threat to quality.

Some issues were discussed relating to North Campus – South Campus merging of programs and faculty. Teaching loads on S. Campus average 18 credit hrs. Pay is based on \$20 per hour spent in the classroom. Programs with courses taught on both campuses are taught partly under collective bargaining, and partly not. Some instruction in classrooms on the N. campus (not a collective bargaining unit) is done by instructors from the S. campus, who *are* represented by collective bargaining. All of this enters into determination of fair pay, work loads, and other considerations, such as CUPA vs. negotiated pay scales.

Other issues raised (unresolved): (a) What percentage of student education should be paid by students, and what percentage by the state? (b) There is a need for faculty input into performance reviews of administrators who provide services to faculty, and (3) what is the direction of evolution for Montana Tech?

5. Old business:

a- Remind Chancellor Gilmore at faculty meeting today that briefing sessions for faculty handbook need to be scheduled.

b- Conduct election to replace Rick Donovan at faculty meeting.

c- Agreed to jointly sponsor with staff senate a local candidate's debate. Faculty senate would participate in panel.

6. New Business:

- a. The senate will explore the possibility of having a senate representative on the Collegial Tenure and Promotion committee.
- b. Faculty/department head/dean evaluations: Senate needs to meet with VCAAR Patton to discuss the structure and process of evaluations.
- c. Senate will design a “satisfaction” survey/evaluation form to use in evaluating administrators and departments/offices that provide services to faculty. Dave Carter will be asked to head the design effort.
- d. A short list of topics to discuss with CHE Crofts was prepared:
  - Regent’s and CHE’s view of Tech’s future role.
  - Collegiality in research.
  - On-campus communications
  - Few opportunities for direct contact with Pres. Dennison.
- e. Senate will invite bookstore manager Jenny Luft to discuss new bookstore policy at the next senate meeting.

Submitted by John Brower, Senate chair, 10/9/02