

Faculty Senate Minutes

October 6, 2021

Virtual Meeting via Zoom

Zoom: Charie Faught (Chair), Peter Lucon (Vice-Chair), JoAnna Reeves (Secretary), Jessica Andriolo, Matt Haynes, Ryan Stapley, Jackie Timmer, Hilary Risser (sub for Atish), Bret Robertson, Tamara Harp, Lonnie Horn, John Ray, Rita Freebourn, Courtney Young, Chris Gammons

Zoom Guests: Michele Hardy, Scott Risser

Quorum @ 9:01 am

- I. Welcome and Minutes (<https://www.mtech.edu/facultystaff/facultysenate/minutes/index.html>)

Approvals for Sept. 22, 2021 Meeting Minutes. Motion made and seconded. **PASSED.**

Action Items

- II. Martin Speece Emeritus Recommendations (see attached)

No discussion or action will take place at this time. Glen Shaw submitted the recommendation and he will be invited to present on this item at the next faculty senate meeting.

- III. Adjunct Faculty Senate Representative Nominee

Jessica Andriolo has been nominated to fill this role. She earned her Ph.D. from MT Tech and has taught in both the biology and mechanical engineering departments. Motion made and seconded. **PASSED.**

Informational Items

- IV. None at this time

Discussion Items

- V. OCHE Discussion and BOR

Discussion at the most recent BOR meeting primarily centered on masks/COVID-19 vaccines and faculty pay.

- a. Masks/vaccines: Statewide faculty representatives at the BOR meeting expressed a desire for united policies on masks across Montana campuses. There was also discussion as to whether the BOR can use their power to enforce a vaccine mandate for faculty and students.
- b. Faculty pay: Discussion primarily focused on Tech faculty pay in relation to national standards. The BOR is cognizant of the difficulties in hiring in higher education and across industries.

The next BOR meeting will be held in Missoula. There will likely be a small group of individuals at the in-person meeting with all others attending virtually.

- VI. Live, zoom, or hybrid meetings

After some discussion regarding hybrid vs. zoom-only meetings, the consensus was to continue with Zoom-only meetings for now.

VII. Activities/Goals for the academic year

a. Review of Faculty Staff Handbook

Efforts to review the Faculty/Staff Handbook are currently focused on cleaning up the list of faculty committees. A more streamlined list of committees should aid faculty who are looking for service opportunities as a requirement for tenure and promotion. Any changes in the handbook that are also represented in Union contracts will need to be bargained, and as a result may take longer than other changes.

Anyone with items they would like the Handbook Review committee to prioritize are encouraged to reach out with their suggestions.

b. Faculty Satisfaction Survey

Last year's Great Places to Work Survey is available as a PDF of on the website.

This year, faculty senate needs to determine whether to hold the Great Places to Work Survey again vs. creating our own survey. If we choose to create the survey internally, we must discuss identify who will work on developing it.

Discussion focused on potential benefits of sticking with the Great Places to Work Survey, including continuity and the ability to compare results from year to year, assistance from the third-party company with administering the survey and analyzing results, actionable tasks based on the results of the survey, and the ability to compare results with organizations nationally. The primary drawback of the survey discussed is the cost, which was \$12,000 last year.

Chair/Vice-Chair will speak about the survey with the Provost and Chancellor and these items will appear again on future Faculty Senate agendas.

c. Strategic Planning

The committee has developed a mission, vision, value, and goals. Expect to see communication soon—most likely in the next week or two—with a call for initiatives that align with the strategic plan. These initiatives should be larger, campus-wide proposals. Funds are available to support these initiatives, although an amount has not been specified.

In preparation for the upcoming communication on this topic, faculty are encouraged to start having conversations across departments now in order to begin developing ideas.

d. Other

None at this time.

VIII. Combined Faculty Senate/Staff Senate Meeting

The combined Faculty Senate/Staff Senate meeting will take place sometime this semester. JoAnna will aid Charie in coordinating the meeting.

IX. Faculty Senate Mask Resolution

The Mask Resolution approved at the September 22nd Faculty Senate meeting was presented to administration. While the concerns brought forth in the resolution were acknowledged, they did not result in any additional restrictions or changes at this time.

Observations from faculty note that while some students appear to be becoming a bit more lax, the majority of students are doing well with the mask requirement. Few students have been referred for noncompliance. In a meeting between the nursing department and our Butte Silver Bow Health Officer, our Health Officer noted that Tech is doing well, with only four active COVID-19 cases associated with Montana Tech as of Monday, October 4th.

Further discussion from John Ray will be submitted by email rather than being presented during the meeting due to technical issues over Zoom.

X. Other Items

None at this time.

Motion to adjourn meeting, seconded. Meeting adjourned at 9:46 am.