Faculty Senate Minutes
12/06/2017
1:00-2:00 PM

Attendance: Scott Risser, Charie Faught, Ron White, Jackie Timmer, Dan Autenreith, Kal Miah, Laura Young, Vickie Petritz, Tony Patrick, Atish Mitrah, Stella Capoccia, Micah Gjeltma, Scott Juskiewicz, Karen Wesenberg-Ward, Rita Spear, Brian Kukay, Andrew Thomas,

I.   Welcome and Minutes
   a.   Draft Minutes found here: http://www.mtech.edu/about/facultysenate/minutes/index.htm
   b.   Change from Karen Weisenburg Ward re: MSU Sub hours not all night, but later hours
   c.   Motion to accept with revisions with second. Motion passed.

<div style="background:black;color:white;text-align:right">**Action Items**</div>

         None at this time

<div style="background:black;color:white;text-align:right">**Informational Items**</div>

II.   State of the Montana Tech Library – Scott Juskiewicz, Library Director
   a.   Handout provided. Not an attempt to change funding, just informational given big changes. Subscriptions does not include book budget, total of $130,000 short. Need to do business differently, since dependent on UM Missoula. If stand alone, would need $2 million/year. Prices would at least double if go with MSU Bozeman. Receive over 100 databases from UM for free. Comment that UM does not do much engineering, which is a problem (MSU does). Rely on Mansfield library to negotiate prices and manage resources. Would need additional resources if went to Tech. Most likely will pay more for UM databases. Question about finding out how much is used at Tech (not able to, since connected to UM). Concern that will need to pay UM more than library budgets. Will need to keep those for accreditation. Ones such as science direct may not be purchased due to cost. Using other funds to pay for subscriptions. Prices can change at any time.
   b.   Cuts at the library- includes FY budget cut which may occur next year. As such, faculty overdue items will now be billed. A notice will be sent out to all faculty with books checked out to return/re-sign out books in person. Provost Abbott in support of change.
   c.   Statewide sharing resource- most of the databases not available due to funding.
   d.   List provided of cancelled databases. May impact/cancel more next year, including Elsevier, Science Direct, Springer (most of which are science and engineering oriented). Question about bringing this to administration, with response that administration has known for years. No known solution at this time. Comment regarding using research money for library services, with the response that soft money is not an overall solution according to NWCCU.
   e.   Comment about using interlibrary loans and how fast- does take time and fees associated. May have to pay for database if hit a certain amount of use. Takes library resource time to perform. Whole culture may change due to cost and use of resources (may cost as much as buying the database). Many journals from Science direct used in geophysical engineering.
   f.   Library also understaffed (should have 12-15 librarians), including one person performing interlibrary loans. Also concerned about moral.
   g.   NWCCU listed that budget and staffing an issue. Need 3-5 year commitments for contracting (which makes soft money a problem, since a yearly basis). One staff member has put in notice, impacts weekend hours.
   h.   Next fiscal year, no print newspapers, engineering village will no longer be available. Concerned with enrollment and retention. Large volume in library and use of databases and digital commons, including

graduate school work (44,000 people). Potentially last year for the Author's reception, since foundation money not available (Newmont donation). Needs support for re-hiring people. Students do not pay a library fee, nor do departments.

      i. Question about use of math resources and use of interlibrary loan and keeping track of costs. Not currently tracked, but historically low cost (trend is changing).

      j. Request for South Dakota School of Mines, Colorado School of Mines, New Mexico School of Mines resources and budget, compare to what we have at Tech, analyze and prepare to present to faculty senate, Chancellor Blackketter, and Commissioner Christian, potentially in February.

III. Update from the Student Evaluations Sub-Committee – Dr. Glen Southergill, Senator for PTC/Writing

    a. Brian Kukay- met with Dean's Council (see notes for attendees). Overall very positive. What was shared (comments) that student evaluations should be used for instructional performance, using an anonymous forms with an option to use earlier in the semester. Additional comments have arisen since the meeting. Comment that use is for tenure and promotion, so should be a reliable measure. A subcommittee meeting will be held soon.

    b. Other comments include good questions but need to use methods so students don't just tick one number. Good idea to use in the term, but takes a few weeks to process (timing issue). Could use mid-term formative like SGID, would not be reported for tenure and promotion. Evaluations will be reported after final exams, so that changes to grades not possible. Comment that mid-term evaluations may take time away from class, but that instructors can formulate own. Comment that 1-5 scale changes may not be accurate (students may become confused with number changes). Comment that students may dislike some classes more than others, such as lower level courses (way to review is to evaluate based on past course evaluation averages). Comment that one method is to place instructors correctly (to their strengths). Comment that at Dean's council that the average score is around 4.5, perhaps should have more variability. Can also have lower scores for women and minorities, so bias may exist.

    c. Other comments that not all courses have evaluations, such as internships and thesis. Online courses may have issues if only students who are dissatisfied, with additional comment to potentially make evaluations mandatory. Comment regarding the reliability and validity of evaluation questions for new questions (also for old). Comment that comments on evaluations be reviewed or sent to department heads.

    d. Request to contact Glen and members of committee for further comments.

Discussion Items

IV. Recommendation for creating a Teaching Community – SD Risser

    a. Brought forth by information from across campus and practices from other schools.

    b. Both would start creation/ formation next semester, with full programs Fall 2018.

    c. Topics once a month. Change of leadership once a year, hopefully can deal with issues in a more timely manner.

    d. Comments: both are potentially exciting. One person had to attend seminars as part of graduate work and are effective. Examples include writing exams and alternate testing. Each person could take a topic and focus on a particular area. Potential to start a subcommittee and start work. An example would be the use of Moodle as a resource. Not looking for subcommittee or back to department, but to go forward and see what can be accomplished. When presented to Dean's council, suggestion that new faculty should be mandated to attend.

    e. Comment that they are great ideas, and a positive direction.

    f. Motion and seconded for faculty senate to begin creating a teaching community and a research mentorship program. Question for how we move forward in creating. Motion passes. Interested folks contact Scott Risser so can bring forth in January.

V. Recommendation for creating a Research Mentorship Program – SD Risser

    a. Also happens at other institutions. At Tech, work typically only within one program. Potential cross-pollination across campus between departments. Includes setting deadlines, working with grad students to become scholars, also compliance issues.

b. Both sent out to Provost and Dean's Council, others.

VI. Other Items

    a. Question about what else does Missoula pay for that we may not be aware of? Would like to see more transparency on what is budgeted. Rumor seem to be happening, without communication breakdown in administration.

IV. Teaching Circle

The Montana Tech Faculty Senate shall establish a community of practice for pedagogical improvement. In the spring of 2018 the Faculty Senate shall appoint a leadership team to plan the structure, content, and schedule for this community. This team shall utilize evidenced-based best practices in higher education as guidance for this planning. Thereafter, the leadership team shall be appointed annually each April by the Faculty Senate from the full time faculty, with special consideration given to Rose and Anna Busch Award recipients and Teaching Merit Award winners. This community will be open to all Montana Tech faculty beginning fall 2018.

Sample Structure: Weekly lunch meetings, once a month as a whole, and three times a month in smaller groups.

Sample Topics:
- At-risk students and accommodations
- Course planning / time management
- Dishonesty prevention
- Evaluating teaching in vivo
- Formative vs. Summative assessments
- Online / Moodle best practices
- Valid and Reliable assessments

V. Scholars Community

The Montana Tech Faculty Senate shall establish a group mentorship program for fostering interdisciplinary scholarship and increasing successful research. In the spring of 2018 the Faculty Senate shall appoint mentor leaders to plan the structure, content, and schedule for this community. This team shall utilize evidenced-based best practices in higher education as guidance for this planning. Thereafter, these lead mentors shall be appointed annually each April by the Faculty Senate from the full time faculty, with special consideration given to Distinguished Researcher Award recipients and Research Merit Award winners. This mentorship program will be open to all full-time Montana Tech faculty beginning fall 2018.

Sample activities and topics:
- "Cross-pollination" of research groups/individuals (frequent mixing)
- Best practices in mentoring grad students
- Dealing with federal compliance
- Establishing peer-partners for support (peer reviews, check-ins, accountability in deadlines, writing, and progress)
- Five-minute presentations of Research Programs
- Peer-lead Grant education (budgets, applications, finding collaborators)
- Setting up space/labs/lab groups

State of the Montana Tech Library December 2017

Scott Juskiewicz-Library Director

Background:

- Average annual rate of subscription (journals, books, databases etc.) increases over the past ten years is 7.5%
- Journal subscriptions for academic libraries have increased 215% over the past 30 years
- The cost of print journals at the MT Tech Library has increased $11,000 in the most recent 4 years
- The Montana Tech Library budget as a whole has not kept pace with inflation. If we look at just the subscription budget adjusted for inflation the subscription budget is $100,000 short of where it should be

Mansfield Library-UM

- The Montana Tech Library relies heavily on the Mansfield Library for resources and staff/librarian assistance
- Any given year the Montana Tech Library receives access to between 120-125 databases through the Mansfield Library. Of these 120 databases the Montana Tech Library shares in the cost of only 15 databases, we receive the other 105 databases for free
- The cost to Mansfield Library for the 120 databases is $2.4 million
- The cost of the databases we share is $1.2 million-the Montana Tech Library pays only $84,000
- Historically the purchasing agreement with the Mansfield Library is for the MT Tech Library to pay 10% of costs, it is clear the Mansfield Library has been not asking us to pay our 10% for years
- Costs of shared resources with the Mansfield Library could go up exponentially the next fiscal year

Montana Tech Library-Databases Direct Purchases

- The library purchases 15 databases on its own with a cost of $81,000
- The library could be forced to cancel 13 of these databases in FY 2019

Faculty Overdue Items

- Faculty presently have $10,000 worth of books that are overdue
- Beginning of spring semester 2018 all faculty who have books signed out whether overdue or not will receive an email and they will have until a specific date to return all items to the library
- After the set date all faculty who fail to return items will have a bill sent to their department for payment of the lost item. The faculty member and their department head will receive the letter so they can determine how the bill will be paid

Mansfield Library-Cancellations

- The following resources were cancelled by the Mansfield Library this year
- American National Biography Online
- Book Review Digest Plus
- CAB Abstracts
- CQ Weekly
- Dictionary of Literary Biography
- Europa World
- Literature Criticism Online
- Middle Eastern & Central Asian Studies
- Oxford Art Online
- Oxford Dictionary of National Biography
- Science News
- Standard and Poor's NetAdvantage
- Washington Post
- Worldwide Political Science Abstracts

Interlibrary Loan

- The Library may have to begin charging for each Interlibrary Loan transaction

NWCCU

- In our past 10 year site visit and our most recent seven year site visit with NWCCU the library has received commendations from our accreditors
- In our past accreditation cycles our accrediting agency NWCCU has stated MT Tech needs to address the inadequacy of the budget, staffing, and facility issues at the MT Tech Library.
- NWCCU-The overall budget is somewhat lower than it should be for a library which is supposed to be supporting science and engineering, which are expensive areas in terms of library resources
- NWCCU-The very lean staffing in the long run, could have a detrimental effect on morale and effectiveness
- NWCCU-Soft money is no replacement for steady increases in their overall base budgets over time
- NWCCU-It would be reasonable that the university's future planning attempts to address these staffing, financial and facility issues