

Faculty Senate Minutes
11/30/2018
9-10 a.m.
Highlands College 112

Attendance: Scott Risser, Charie Faught, Vickie Petritz, Laura Young, Tony Patrick, Hilary Risser (for Atish Mitra), Miriam Young, Stella Cappocia, Doug Abbott, Courtney Young, Ron White, Ulana Holtz, Katherine Zodrow, George Williams, Lauri Brickenburg, Dave Gurchiek, Brant Wright

- I. Welcome and Minutes (<https://www.mtech.edu/facultystaff/facultysenate/minutes/2018/Faculty-Senate-Minutes-11132018.pdf>)

Motion to approve the minutes and seconded. Motion passes.

Action Items

II. Curriculum Recommendations – See agenda attachments.

- a. Terminate Pre-Surgical Technology (AAS) and Historic Preservation (AAS)
Pre-Surgical Technology was a satellite for Missoula College. Has since lapsed (not enough demand).
 - b. Rename Network Technology (AAS) to Computer Networks and Cybersecurity (AAS)
 - c. Revise curriculum for Computer Science service course, Computer Science (BS) and Software Engineering (BS), and Pre-Licensure (BSN) Program
 - d. New Math course
- Move to accept recommendations from CRC with second. Motion passes.

II. Voluntary End of Employment Agreement – See agenda attachment.

Provost Abbott spoke with UM Vice Provost regarding the use of a form. Form that will be used for all faculty may elect to use to submit to notify campus of when they will leave. Will allow better planning for staffing. Right now the process is the deans ask faculty of impending leaves (retirement or otherwise). The Montana Tech Faculty Association (MTFA) has Okayed the form, and the Montana Two Year College Faculty Association (MTYCFA) as well. Form will be a voluntary notification. Example given of faculty that knew three years in advance of retirement.

This is a binding document, so if changes occurred, would have to be a mutual agreement.

If someone changes mind, may not be an option.

Question regarding what would be the advantage for a faculty member to sign. Response that would allow departments to plan. Document might help not losing the faculty line, but no guarantee. No guarantees for keeping a job for the agreed amount of time.

Chair contacted faculty senate and union leadership at UM. Pros include in theory could fire fewer people, because understand the needs. The con is that it is not strategic and highly dependent on who leaves. Do not necessarily recommend for us, because too new to determine if there are benefits. Resistance from faculty to sign the form. From the union side, the issue that could be used by department heads and deans to lean on senior faculty to retire so as to maintain junior faculty (which is illegal). Union took it upon themselves to work with each department about not using to lean on faculty to retire. Current perception that at UM will go to dean, so faculty line may disappear. No data to show if this is good tool for planning.

MTYCFA consulted with union leader. Since it is voluntary, would want to be asked and informed of what the ramifications are for signing the form. Was okay with the form because it is voluntary.

Question regarding how many have signed at UM. Response that not known.

Question regarding improvement of communication within a department. Response that it locks in a decision. Have had faculty that have said that they are retiring next year and keep on going.

Example of department that have had faculty leave, none of which would sign this form. Most people not in the capacity to be able to sign something well in advance of a decision.

Comment that since it is voluntary, should not be an issue.

Comment that can be an issue if department heads are forcing or coercing faculty members to sign.

Chair clarified that this is a request to endorse.

Question regarding signing in advance put someone in legal jeopardy if they leave earlier? Response that it should not put anyone in legal risk.

Question on is there a possibility to add other conditions, like health issues? A number of unforeseen events can happen. Response that any revocation would have to be a mutual decision.

Question on is it possible to add other portions?

Motion to endorse and seconded.

UM form has a three year window, will have an e-mail that will have a two or three year window. Provost Abbott okay if nobody signs.

Another option is to have a staffing plan, which the form does not cover. Response that could be used for a staffing plan.

Motion fails.

Question regarding coming back in the future. May still go out, but we have not endorsed. May still address and bring back next year.

Informational Items

IV. Committee updates:

a. Program Prioritization Committee –

Have had one more meeting since last faculty senate meeting. Report from chancellor will be presented today. Recommendations are based on reaching a 16:1 faculty ratio, which is a change in narrative and direction from previous meetings. Two listening sessions are scheduled, one for next week, and one for the week after. The PPC committee will meet next Wednesday and the Wednesday after, with the second meeting to either endorse or not endorse.

Will be posted on the web. Will also have an e-mail account. The meetings are also open.

Question regarding reaching 16:1 in one year or two. Response that not indicated to have complete in one year.

Comment that hearing that the PPC are recommendations, not decisions. Is there another oversight or decision if not endorsed? How will decisions become finalized? Response that CEO will have oversight as long as approved by Commissioner (otherwise can be removed).

Comment to thank PPC efforts. Group does not seem to have clear charge or authority. Academic deans put together guideposts and thoughts, with effort from Provost to lead. Will work to discuss with decision makers as opposed to the committee. Move to have a special session of faculty session next Friday to construct a response to the Chancellor's recommendations. May also be a closed session. Response needs to be to the chancellor since he is the decision maker. PPC was not able to do what it could have done, and have instead lowered moral and maybe have wasted time. Process and decisions have been made by the CEO.

Motion seconded and amended to meet next week on Friday at 9:00 at north campus. Amendment to extend from 9-11. Motion passes.

Question regarding should it be closed or open. Motion to invite other faculty and seconded. Meeting will be open.

Question regarding listening sessions and chancellor presenting. Response that the listening sessions are being sponsored by the PPC, and that presentations and chancellor not intending to attend.

Question regarding putting off meeting to give people and senators to work and discuss with faculty and others. Will continue with current special meeting.

b. Budget

Last two budget meetings revolved around miscellaneous plant funds and deferred maintenance. Big question about is the amount large enough or not? All institutions of higher ed face falling behind in deferred maintenance. Not a large amount of extra funding, came back to how much was available is similar to past discussions. Other discussions, but take away is that budget review has been a good experience to undertake to make sure everyone is on the same page with the budget. Also a good discussion on the different types of money and money sources and how allocation is allowed and how it can be spent.

Response that has been a good experience. Has been the first year that Tech has done this, this group will hopefully form the starting group for next year's budget. No decision made for deferred maintenance amount.

c. Teaching Communities

Have had a meeting in October, planned on having an assessment workshop in November, but are putting that off to January. First one had around 20 at first, 15 at second, and 8 at last. Well attended, with great interaction. Will look to do things near the beginning of the semester, as numbers have gone down for meetings in the semester.

d. Research Mentors

As of now, sent out e-mail to potentially interested junior faculty and received less than ten responses. Decided to change focus from open mentoring to individual mentoring. Will meet with individuals identified that need mentoring.

Question regarding committee status. Right now is a subcommittee of the faculty senate, to see if works. Right now we have a research committee, which has a large charge and scope that may not address this need.

e. Campus Committee Assessment – See agenda attachment

Have not received all of the responses from each committee, with seven questions. For committees without a chair, sent it out to members to determine the chair. Received one response from administration, with indication that all will respond to requests. Some committees no longer exist, some should be cancelled. If service is required, but committee not active, departments should be aware. Some committees charge have

changed as compared to faculty staff handbook. Potential for changes in faculty handbook. Will be collecting more data and potentially have a group to make recommendations for changes in faculty staff handbook. For metallurgy, need to be on at least three committees but can change with service in the community (potential a model for other departments).

f. Chancellor Search Advisory Committee

Had first meeting that went well, with a draft of an ad, with search firm doing heavy lifting. Ad has been sent out this week. Request to send out far and wide. PhD is preferred, with field experience also required, which opens the poll. Looking to have candidates tentatively in March for neutral site interviews. The members not going will be viewing on Skype or another method. The week of March 25 is tentative for campus visits, with a wide schedule to meet with students, faculty, staff, and community. April 9th scheduled for finalists review. Ad is available on Tech website, should go out to Chronicle of Higher Ed.

Update: The ad is now posted in the Chronicle of Higher Ed : <https://chroniclevitae.com/jobs/0000457428-01>

[Chancellor | ChronicleVitae](#)

chroniclevitae.com

Montana Technological University / Butte, Montana Chancellor. The Montana University System leadership and the Montana Technological University Search Advisory Committee invite applications and nominations for the position of Chancellor.

Discussion Items

V. Performance-Based Funding Model Revisions

Happened at the Board of Regents breakfast last week. One of the items was to discuss how well we are doing with performance based funding models, which includes retention and completion. Discussion that numbers do not necessarily give of picture. BOR recommended that should bring back to campuses to discuss other measures that would help to accurately measure. For instance, research not listed. Impacts how this is reviewed in the next two year cycle.

Question regarding will each campus do their own, or will there be a central measure? Response that just started the discussion, with no answer at this time. Regents are open to suggestion regarding revising the model.

VI. Tabled / Returning Items

a. Advising Models

b. Workload

VII. Other Items

Meeting adjourned.

MontanaTech

MONTANA TECHNOLOGICAL UNIVERSITY CHANCELLOR SEARCH ADVISORY COMMITTEE TIMELINE

Date	Task
November 1-2*	Listening sessions at Montana Technological University
November 6	Search Advisory Committee appointed
November 13*	Search Advisory Committee meets <ul style="list-style-type: none">• Charge delivered• Confidentiality discussed (agreement reviewed)• Review of search process• Timeline discussed• Position attributes/requirements discussed• Communication-advertising plan discussed
November 16	Search Advisory Committee, Commissioner receive draft advertisement
November 20	Search Advisory Committee, Commissioner complete draft advertisement review
November 26	Chancellor search launched University opens Chancellor search Web site Online advertisements placed for immediate posting Communication plan enacted
December 7	Print advertisement in <i>The Chronicle of Higher Education</i>
December 7-January 15	Winter break
January 18	Deadline for applications (best consideration)
January 19	Search Advisory Committee receives access to applications
February 14*	Search Advisory Committee meets Selection of semifinalists Questions developed
February 15	Consultants begin to conduct listed reference checks
March 14-15*	Search Advisory Committee meets Neutral site interviews with semifinalists Finalists identified

Date	Task
March 15	AGB Search begins due diligence process on finalists Consultants conduct off-list reference checks
March 15-24	Spring break
March 25 (week of)	Finalists scheduled for campus visits (days, as needed)
April 9	Search Advisory Committee meets (AM) Search Advisory Committee reports to Commissioner (PM) Board/Commissioner discuss identification of Chancellor-elect
May	TBD - Introduction of Chancellor-elect AGB supports appointment/transition for one year, as requested

**Consultants present on site or via technology*

Current to 11-20-18

AGB SEARCH DRAFT