

# OCTOBER 2022 ALL FACULTY MEETING

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MONTANA TECHNOLOGICAL UNIVERSITY



# AGENDA

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- Action Items
  - Fall Graduation Approval
  - Faculty Staff Handbook Resolution
- Faculty Senate Overview
- Top Five and Bottom Five Faculty and Staff Satisfaction Survey Results
- Current and Future Work

# APPROVAL OF FALL 2022 GRADUATES

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- Motion to approve Fall 2022 graduates (pending department review and completion of required courses)

# FACULTY STAFF HANDBOOK RECOMMENDATION

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- New Section For FSH: Workload appeals
- As a first step, the appellant shall attempt an informal resolution with the Department Head/ Dean prior to filing a formal appeal to the P/VCAA for submission to a workload appeals committee.
- Following the informal process, workload assignments may be appealed to a workload appeals committee composed of two members appointed by the faculty senate and two members appointed by the Montana Tech Administration. The four members shall unanimously select a fifth member. Workload appeals shall be submitted to the P/VCAA who shall convene the committee within fifteen (15) days.
- The Dean or Dean's designee and the appellant shall make formal proposals concerning the assignment of workload to the committee, which shall conduct a hearing within fifteen (15) days of being formed. The committee will be charged with resolving the differences within fifteen (15) days of the hearing. Such a resolution may include selecting one of the formal proposals or a compromise assignment.
- The committee shall submit its recommendations to the P/VCAA. The P/VCAA shall make a decision within fifteen (15) days.
- During a workload appeal, the appellant will continue to perform all duties as previously assigned in that semester. If the workload appeal finds in favor of the appellant, the successful appellant will be compensated with overload compensation or a reduction of teaching workload the following semester.

# FACULTY SENATE OVERVIEW

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- 2022-2023 Roster
- Thanks to everyone who is serving and will be serving- it makes a difference!



# Bottom Five and Top Five Results

Montana Tech Faculty and Staff Satisfaction Survey Spring 2022  
October, 2022

# SURVEY INFORMATION

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- <https://www.mtech.edu/survey/index.html>
- 153 Total Respondents, 62 questions
  - 77 faculty
- Not required to answer all questions

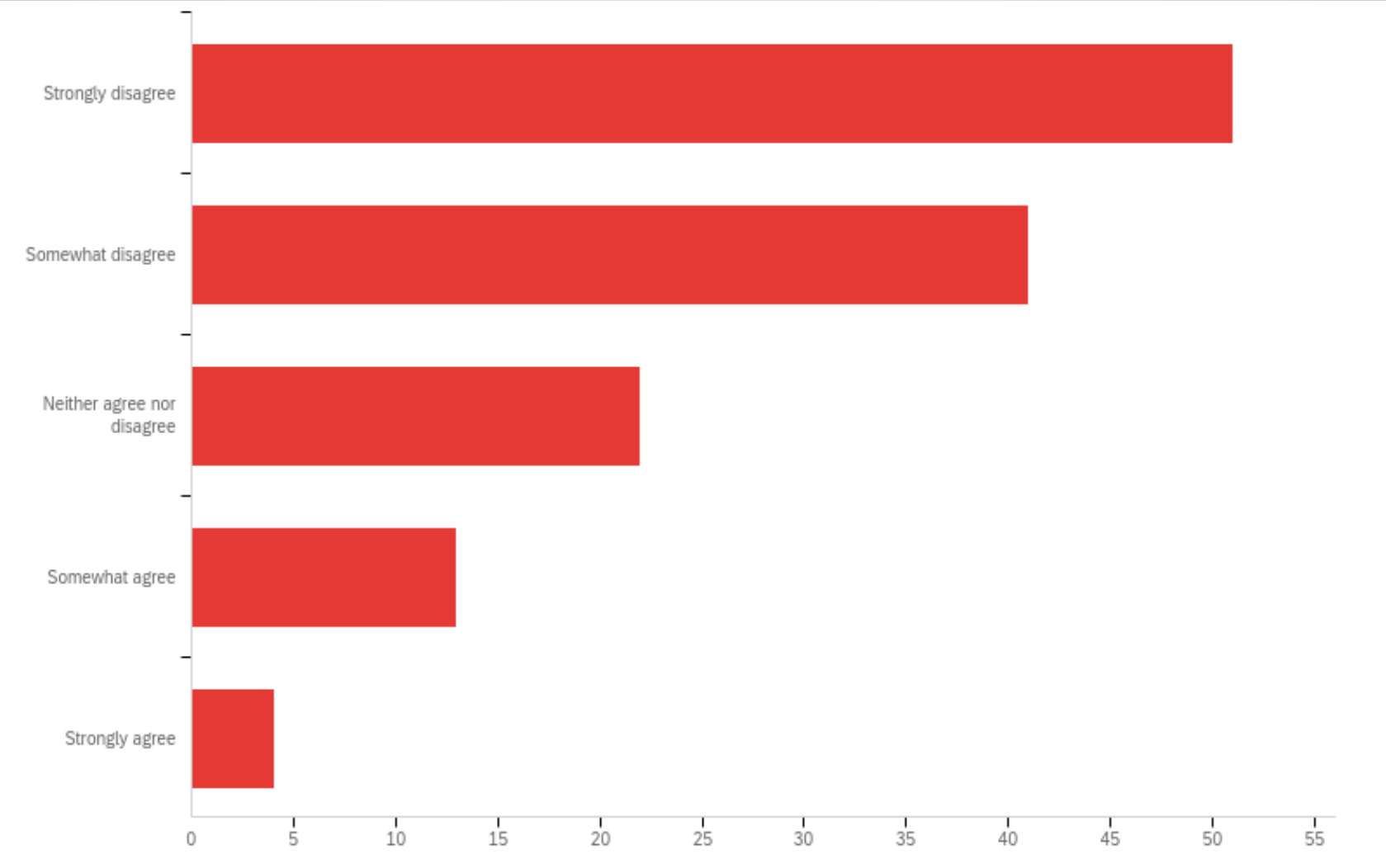
# BOTTOM FIVE RESULTS

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# Q27 - Montana Tech's fiscal well-being is stable.



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#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Montana Tech's fiscal well-being is stable.	1.00	5.00	2.07	1.11	1.22	131

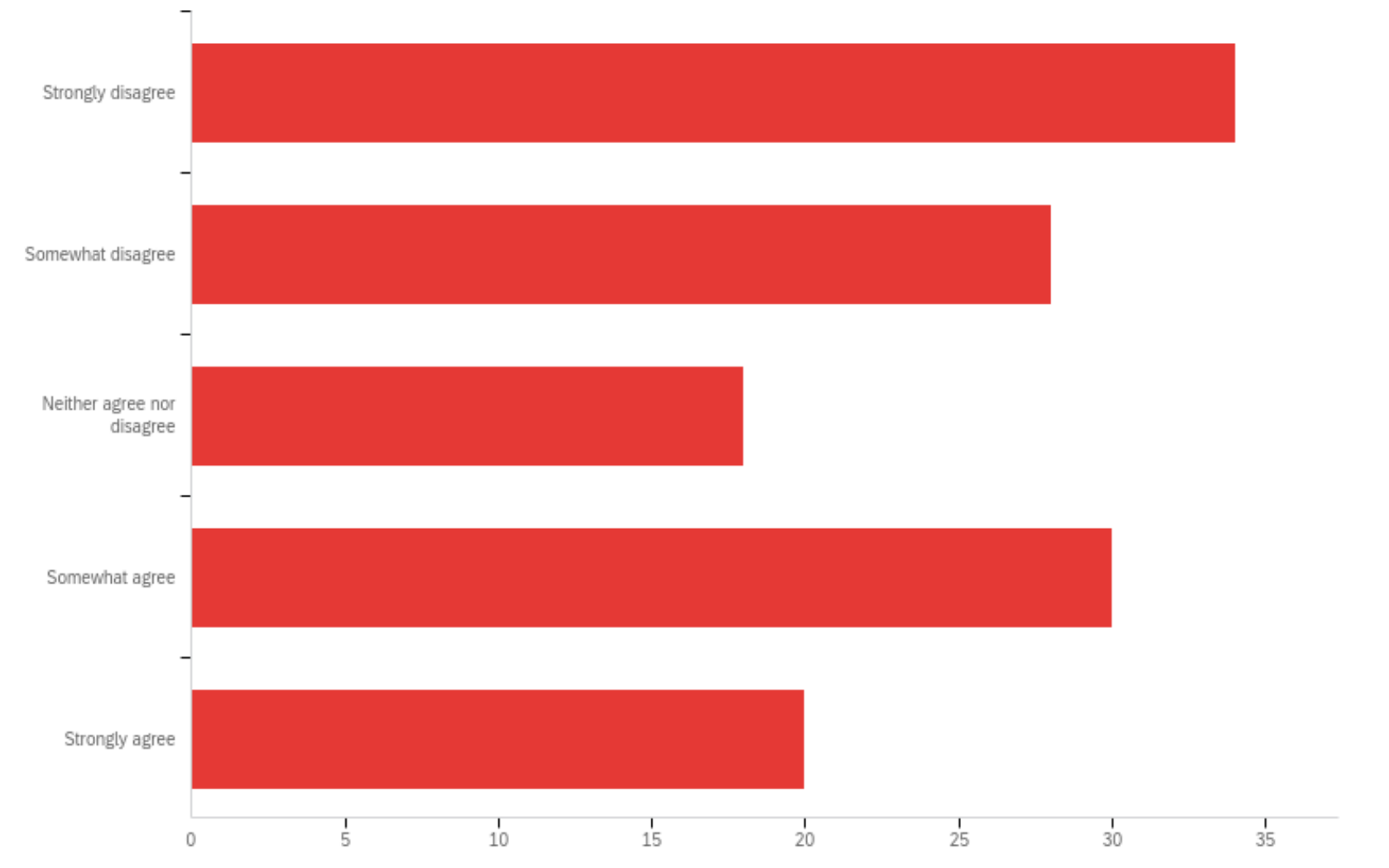
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# Q27 - Montana Tech's fiscal well-being is stable.

#	Answer	%	Count
1	Strongly disagree	38.93%	51
2	Somewhat disagree	31.30%	41
3	Neither agree nor disagree	16.79%	22
4	Somewhat agree	9.92%	13
5	Strongly agree	3.05%	4
	Total	100%	131

Q29 - Montana Tech Administration (deans, directors and above) openly shares the challenges facing us.



Q29 - Montana Tech Administration (deans, directors and above) openly shares the challenges facing us.

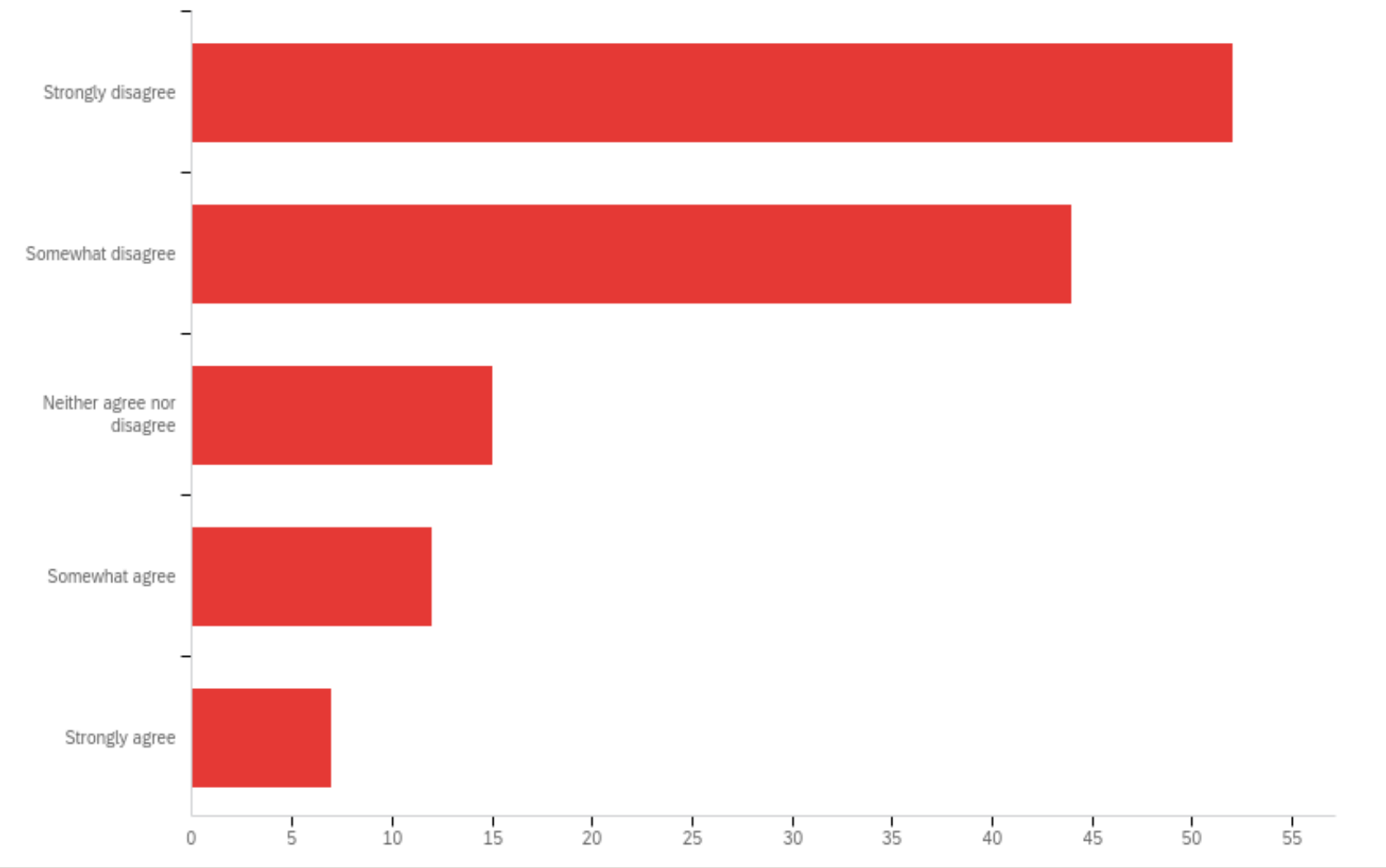
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Montana Tech Administration (deans, directors and above) openly shares the challenges facing us.	1.00	5.00	2.80	1.44	2.07	130



Q29 - Montana Tech Administration (deans, directors and above) openly shares the challenges facing us.

#	Answer	%	Count
1	Strongly disagree	26.15%	34
2	Somewhat disagree	21.54%	28
3	Neither agree nor disagree	13.85%	18
4	Somewhat agree	23.08%	30
5	Strongly agree	15.38%	20
	Total	100%	130

# Q48 - People are paid fairly for the work they do.



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#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	People are paid fairly for the work they do.	1.00	5.00	2.06	1.17	1.37	130

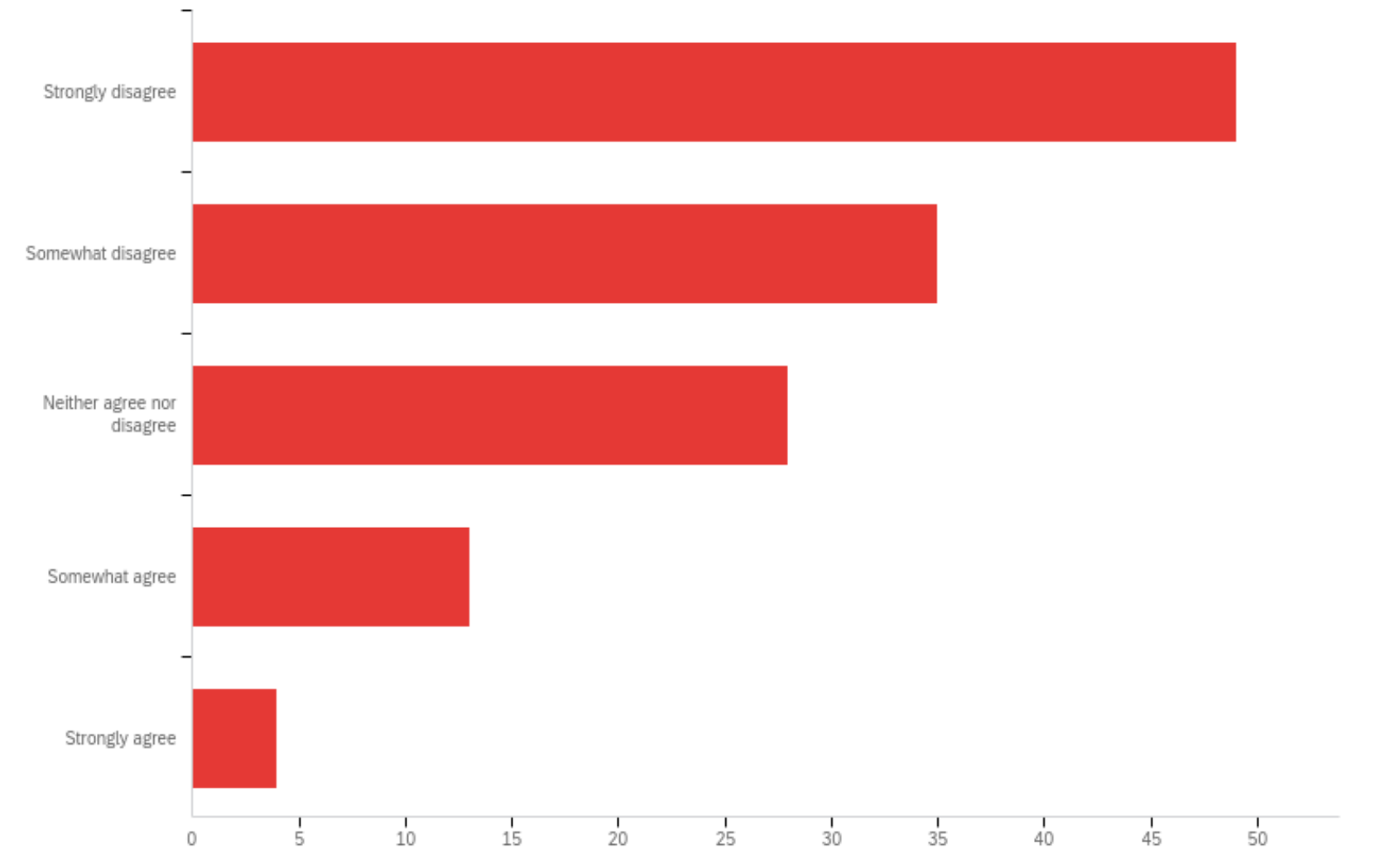
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## Q48 - People are paid fairly for the work they do.

#	Answer	%	Count
1	Strongly disagree	40.00%	52
2	Somewhat disagree	33.85%	44
3	Neither agree nor disagree	11.54%	15
4	Somewhat agree	9.23%	12
5	Strongly agree	5.38%	7
	Total	100%	130

# Q49 - People are compensated fairly for longevity of position.





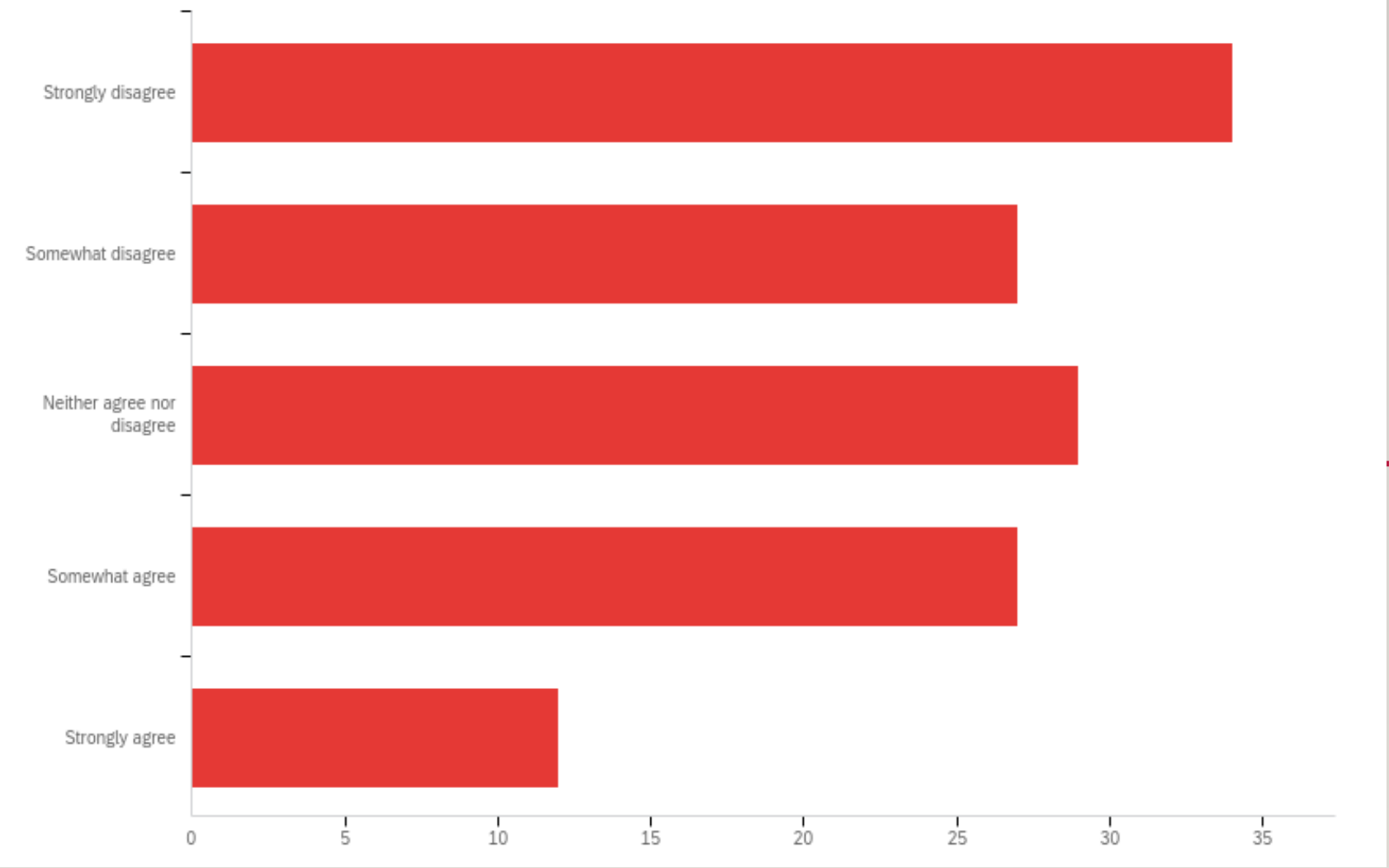
Q49 - People are compensated fairly for longevity of position.

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	People are compensated fairly for longevity of position.	1.00	5.00	2.13	1.12	1.26	129

# Q49 - People are compensated fairly for longevity of position.

#	Answer	%	Count
1	Strongly disagree	37.98%	49
2	Somewhat disagree	27.13%	35
3	Neither agree nor disagree	21.71%	28
4	Somewhat agree	10.08%	13
5	Strongly agree	3.10%	4
	Total	100%	129

# Q54 - People avoid politicking and backstabbing as ways to get things done.



Q54 - People avoid politicking and backstabbing as ways to get things done.

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	People avoid politicking and backstabbing as ways to get things done.	1.00	5.00	2.66	1.31	1.73	129

Q54 - People avoid politicking and backstabbing as ways to get things done.

#	Answer	%	Count
1	Strongly disagree	26.36%	34
2	Somewhat disagree	20.93%	27
3	Neither agree nor disagree	22.48%	29
4	Somewhat agree	20.93%	27
5	Strongly agree	9.30%	12
	Total	100%	129

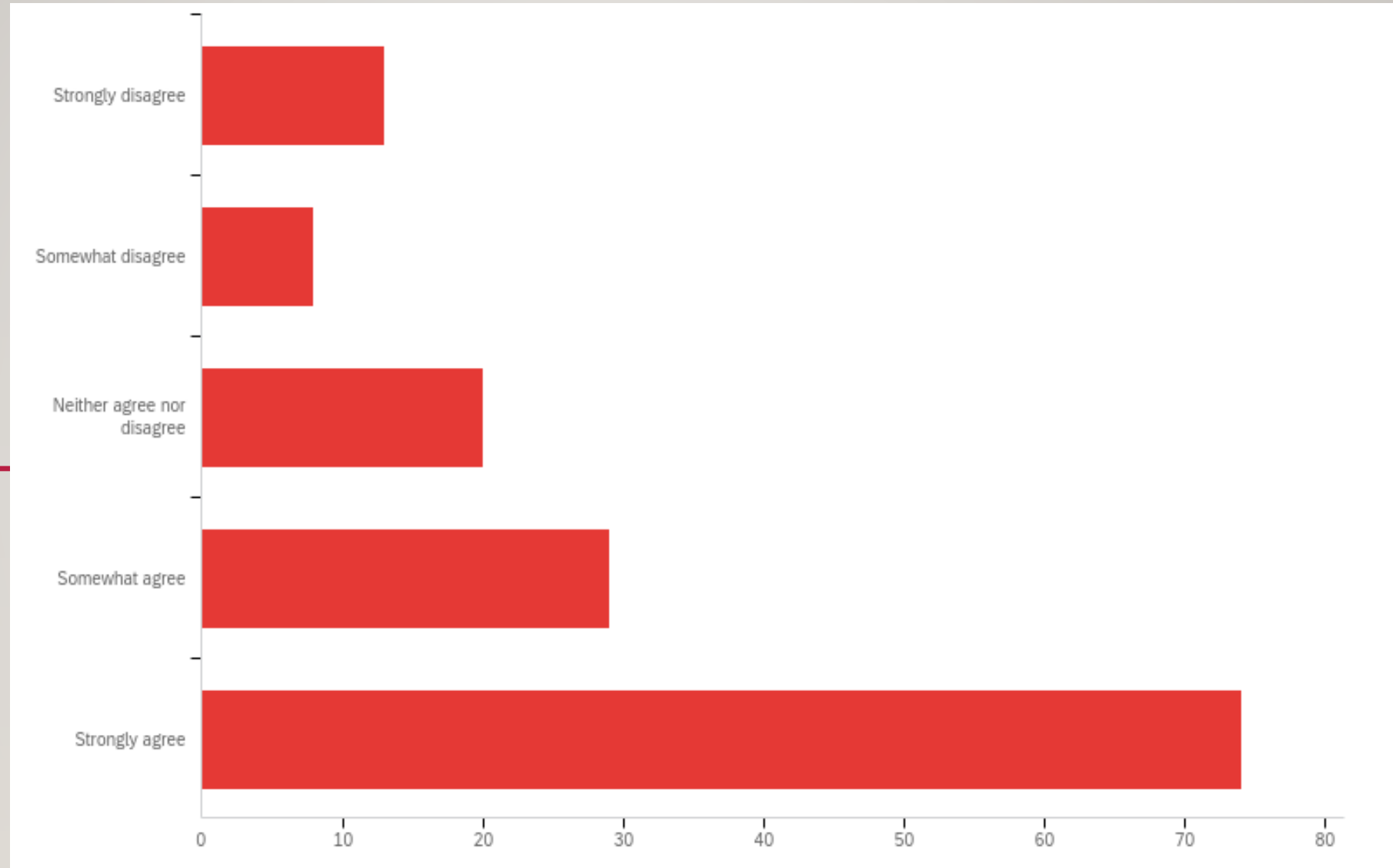


# TOP RESULTS

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# Q13 - I understand my role in achieving student success at Montana Tech.



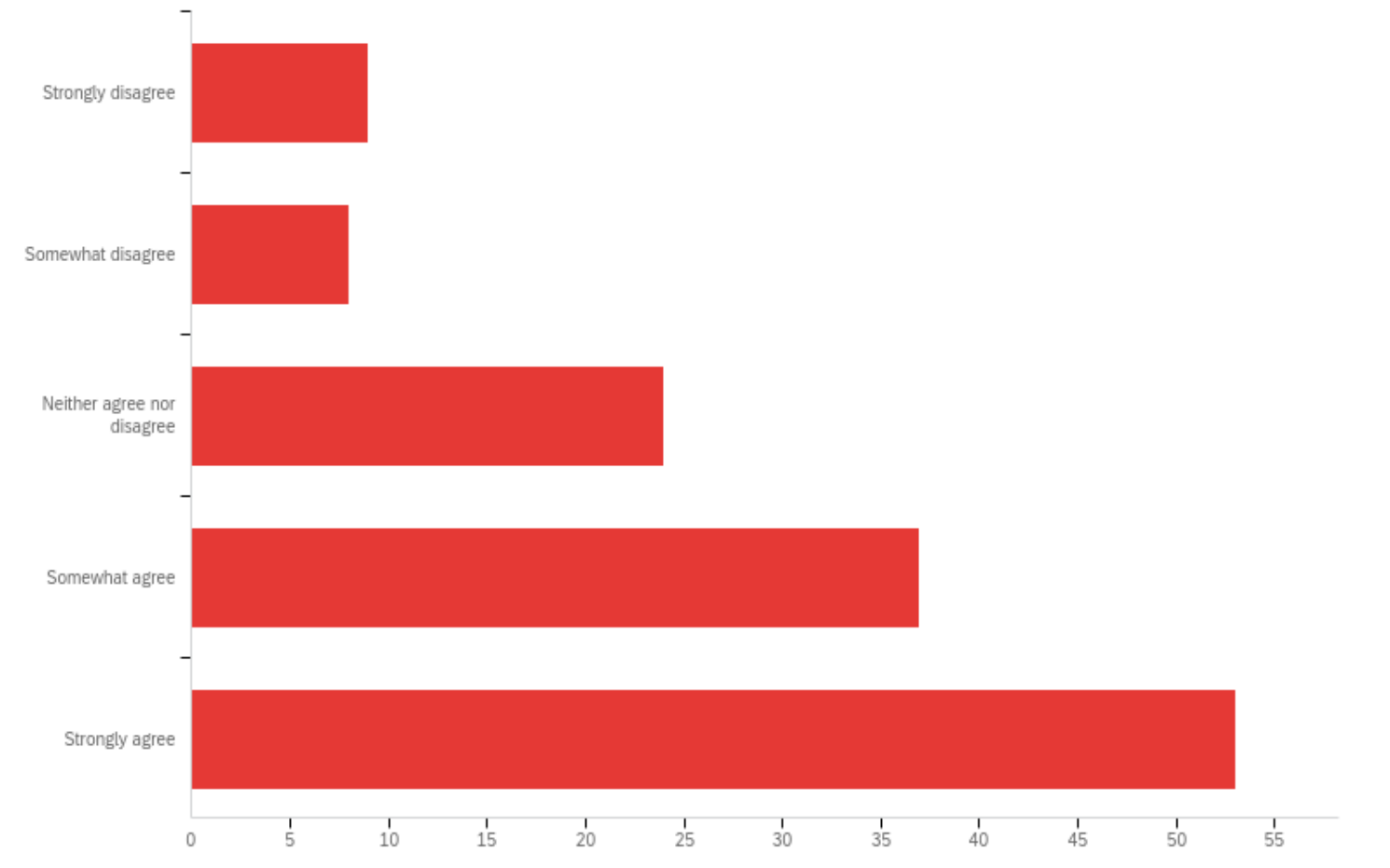
Q13 - I understand my role in achieving student success at Montana Tech.

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I understand my role in achieving student success at Montana Tech.	1.00	5.00	3.99	1.30	1.69	144

Q13 - I understand my role in achieving student success at Montana Tech.

#	Answer	%	Count
1	Strongly disagree	9.03%	13
2	Somewhat disagree	5.56%	8
3	Neither agree nor disagree	13.89%	20
4	Somewhat agree	20.14%	29
5	Strongly agree	51.39%	74
	Total	100%	144

# Q19 - I consider my area (department/program) a program of distinction.





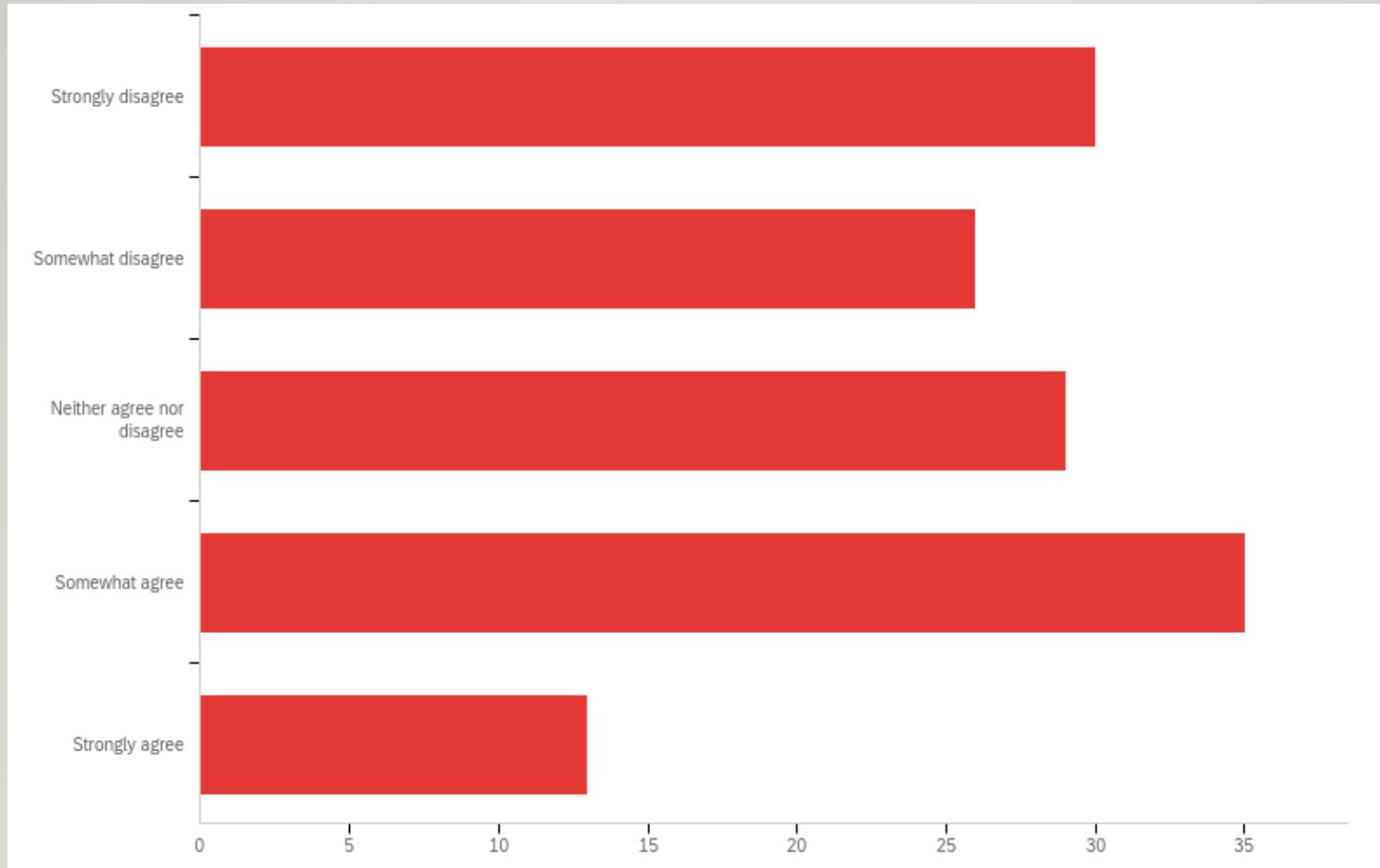
Q19 - I consider my area (department/program) a program of distinction.

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I consider my area (department/program) a program of distinction.	1.00	5.00	3.89	1.20	1.44	131

Q19 - I consider my area (department/program) a program of distinction.

#	Answer	%	Count
1	Strongly disagree	6.87%	9
2	Somewhat disagree	6.11%	8
3	Neither agree nor disagree	18.32%	24
4	Somewhat agree	28.24%	37
5	Strongly agree	40.46%	53
	Total	100%	131

Q20 - My area (department/program) is given adequate resources to either attain or maintain a program of distinction.



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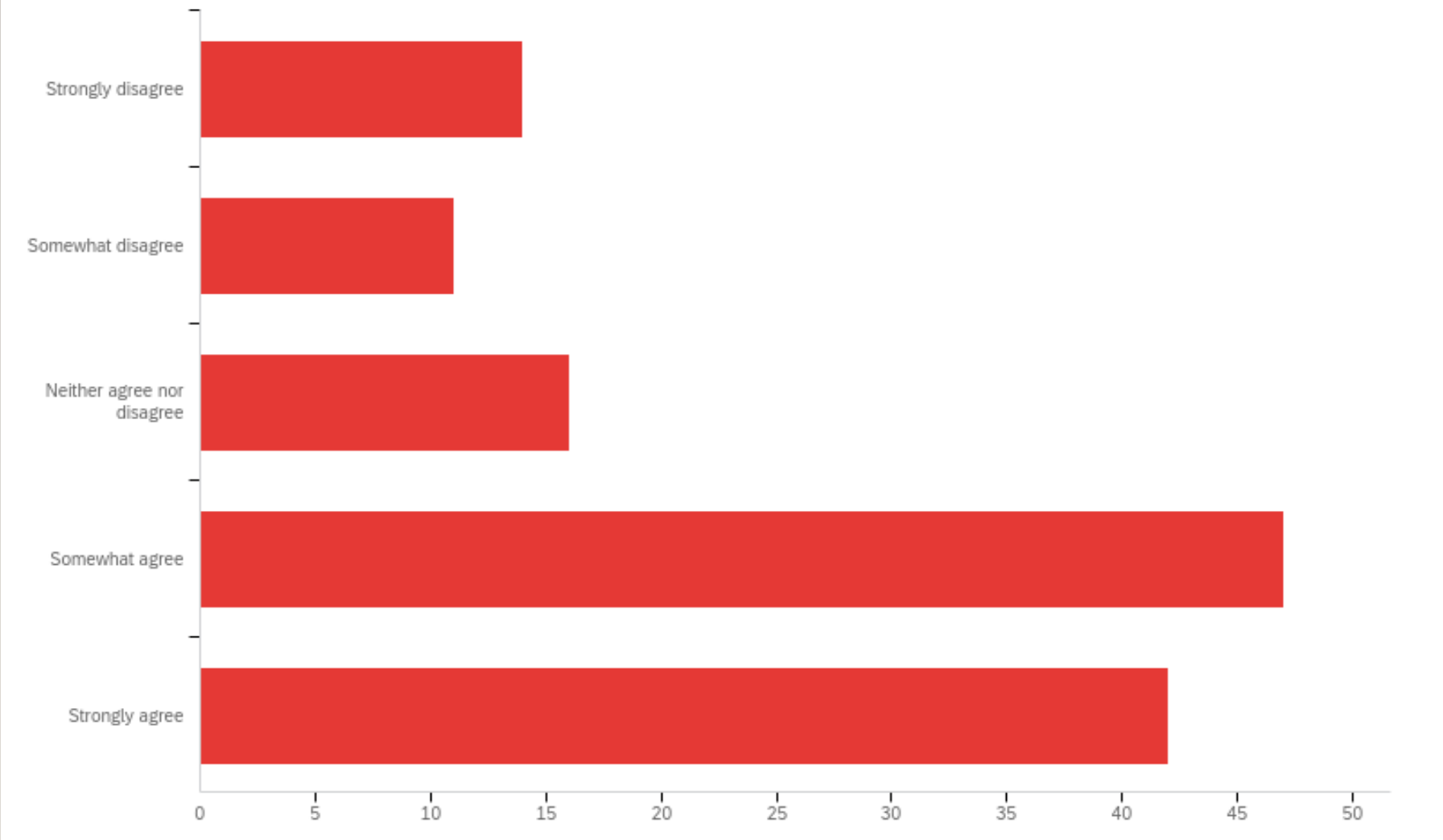
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My area (department/program) is given adequate resources to either attain or maintain a program of distinction.	1.00	5.00	2.81	1.31	1.72	133

Q20 - My area (department/program) is given adequate resources to either attain or maintain a program of distinction.

#	Answer	%	Count
1	Strongly disagree	22.56%	30
2	Somewhat disagree	19.55%	26
3	Neither agree nor disagree	21.80%	29
4	Somewhat agree	26.32%	35
5	Strongly agree	9.77%	13
	Total	100%	133



# Q39 - I feel I make a difference at Montana Tech.



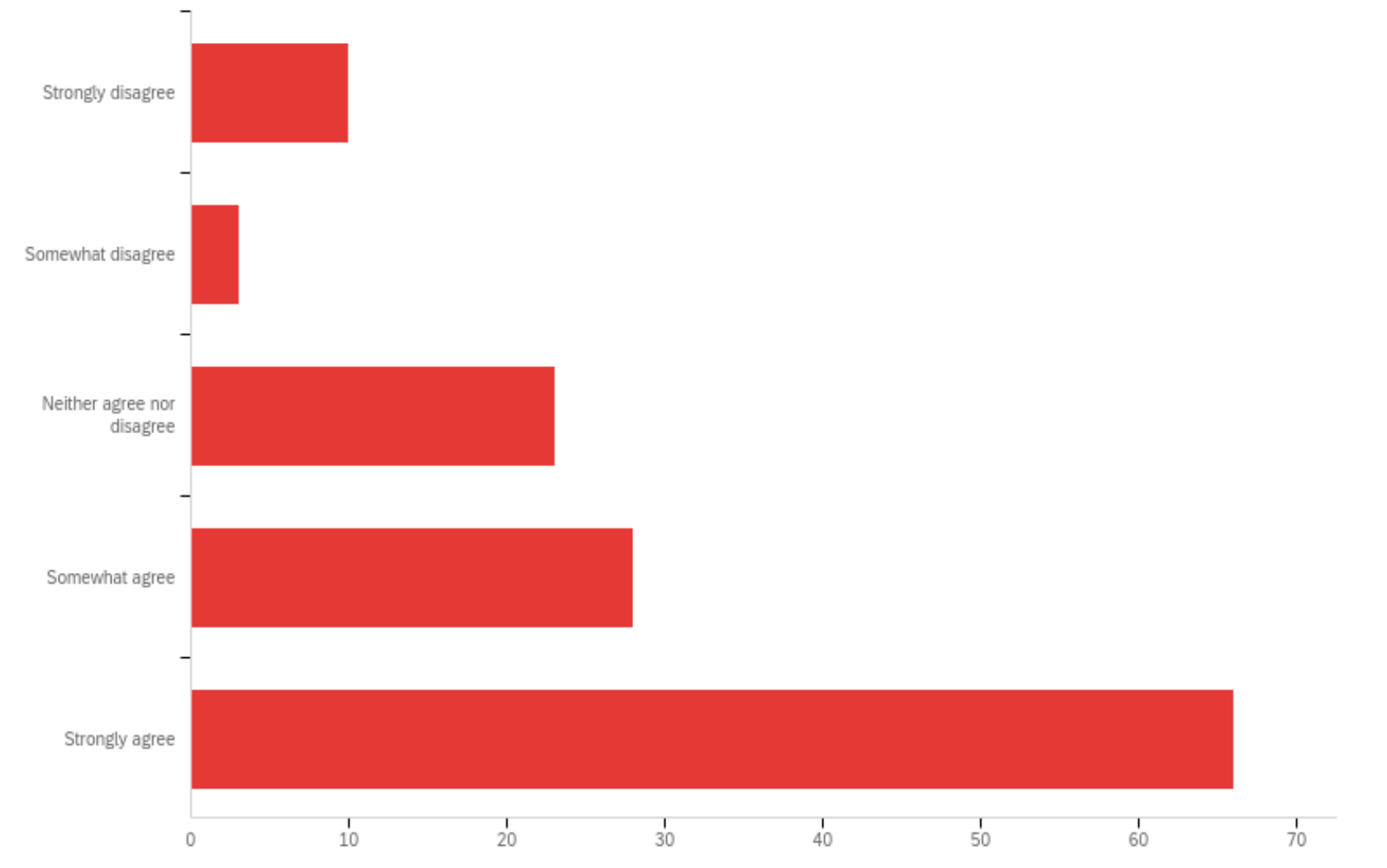
# Q39 - I feel I make a difference at Montana Tech.

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I feel I make a difference at Montana Tech.	1.00	5.00	3.71	1.29	1.67	130

## Q39 - I feel I make a difference at Montana Tech.

#	Answer	%	Count
1	Strongly disagree	10.77%	14
2	Somewhat disagree	8.46%	11
3	Neither agree nor disagree	12.31%	16
4	Somewhat agree	36.15%	47
5	Strongly agree	32.31%	42
	Total	100%	130

# Q40 - I am proud to tell others I work at Montana Tech.



Q40 - I am proud to tell others I work at Montana Tech.

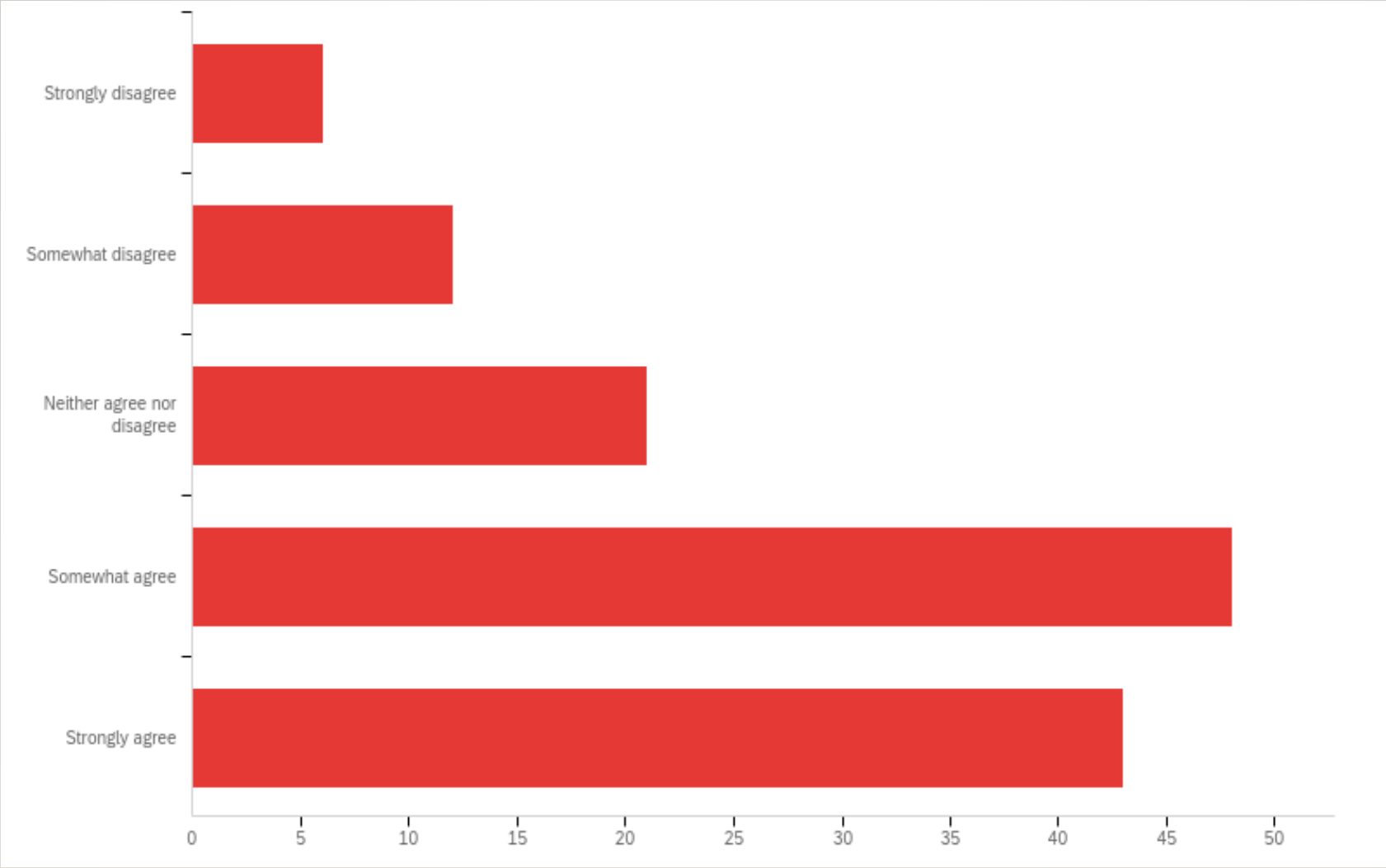
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am proud to tell others I work at Montana Tech.	1.00	5.00	4.05	1.21	1.47	130



## Q40 - I am proud to tell others I work at Montana Tech.

#	Answer	%	Count
1	Strongly disagree	7.69%	10
2	Somewhat disagree	2.31%	3
3	Neither agree nor disagree	17.69%	23
4	Somewhat agree	21.54%	28
5	Strongly agree	50.77%	66
	Total	100%	130

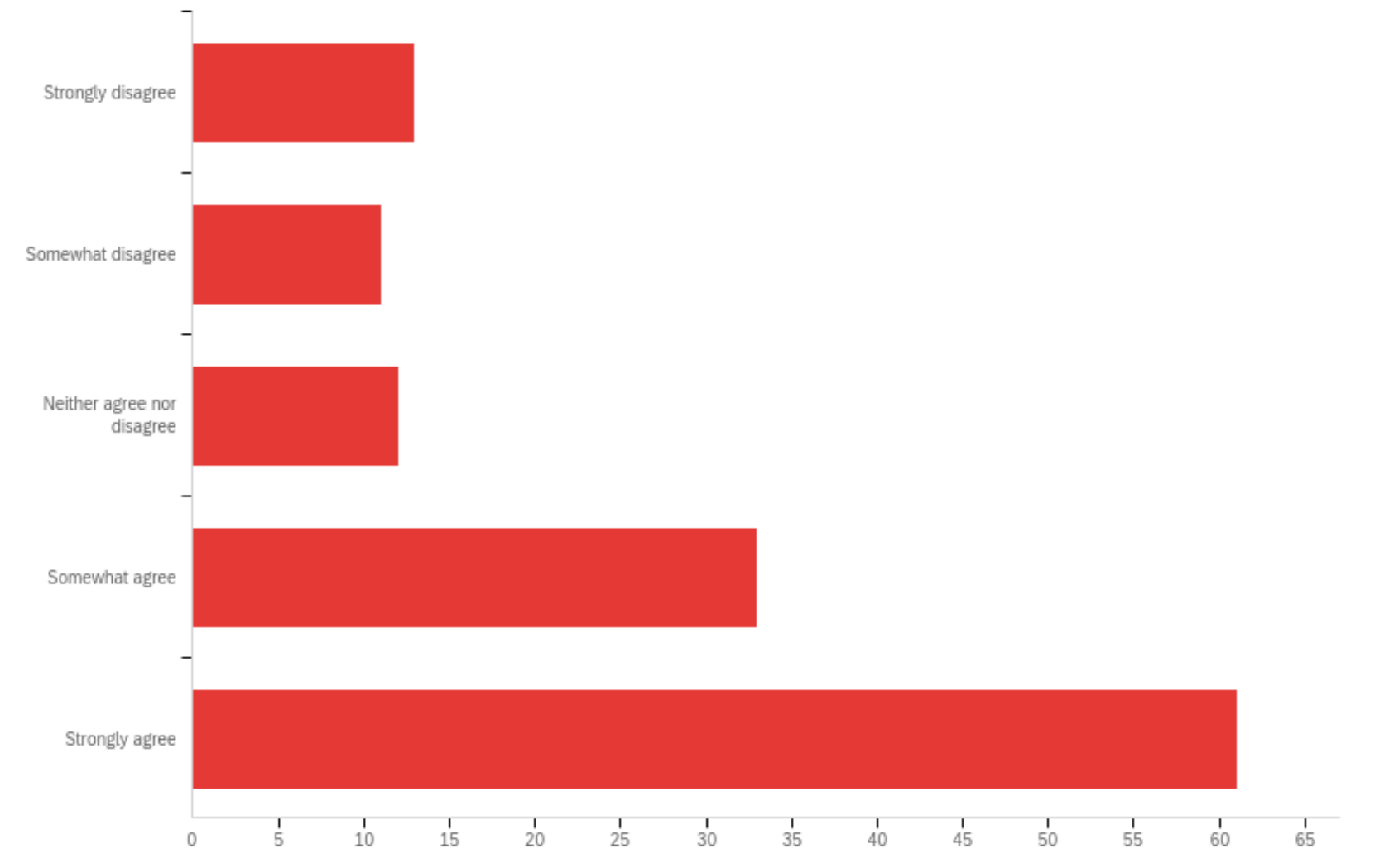
# Q46 - People here are willing to give extra to get the job done.



## Q46 - People here are willing to give extra to get the job done.

#	Answer	%	Count
1	Strongly disagree	4.62%	6
2	Somewhat disagree	9.23%	12
3	Neither agree nor disagree	16.15%	21
4	Somewhat agree	36.92%	48
5	Strongly agree	33.08%	43
	Total	100%	130

Q55 - My direct supervisor involves people who will be affected by decisions.



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#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My direct supervisor involves people who will be affected by decisions.	1.00	5.00	3.91	1.34	1.79	130



Q55 - My direct supervisor involves people who will be affected by decisions.

#	Answer	%	Count
1	Strongly disagree	10.00%	13
2	Somewhat disagree	8.46%	11
3	Neither agree nor disagree	9.23%	12
4	Somewhat agree	25.38%	33
5	Strongly agree	46.92%	61
	Total	100%	130

# CURRENT AND FUTURE WORK

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- Web Page Migration- Should faculty senate pages be on the outward facing or should it be inward facing (MyMtech)?
- NWCCU Faculty Engagement (Program Review)
- Completing Faculty Staff Handbook Updates for Approval- Next All Faculty Meeting Scheduled for December 1<sup>st</sup> at 3:00, Library Auditorium
- Confidence and Professionalism Recovery (CPR) workgroup
- Your suggestions and input in others would be appreciated!

# THANK YOU!

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- Thanks to faculty for all that you do!