

# Faculty Senate Agenda

May 6, 2022

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

Approvals for April 19, 2022 Meeting Minutes

## Action Items/Old Business

- II. CRC Items

## Informational Items

- III. Provost Information Regarding Motion to the Faculty Senate (item II below)

## New Business/Discussion Items

- I. Resolution to change the Montana Tech Mission Statement (see language below)
- II. Motion to the Faculty Senate: Regarding a vote of no confidence in Dr. Les Cook, Chancellor (see attached pdf)
- III. Nursing resolution to have a ballot vote by all faculty (see language below)
- IV. Two Faculty Salary Resolutions (see language below)
- V. Resolution to Form a Confidence & Professionalism Recovery Plan Subcommittee (see language below)
- VI. Other (such as meeting times next semester)

I. Resolution:

That the words "AN EXCELLENT EDUCATION" be added to the Montana Technological University Mission statement after the phrase in the first sentence of the Mission Statement Montana Technological University provides. . . .

Should this change be adopted, the relevant part of the Montana Technological University's Mission Statement would now read: "As Montana's Special Focus Institution, Montana Technological University provides an excellent education and a transformative student experience by developing leaders and advancing science, engineering, and technology. . . ."

Discussion:

It is hard to understand how a reference to a quality education was omitted from Tech's Mission Statement. Providing a quality education should be at the heart of Tech's mission. This resolution corrects that oversight.

II. (pdf attachment)

III.

The Nursing Department has agreed upon this resolution for the Friday Faculty Senate meeting.

**Whereas there is a vote of no confidence the nursing faculty make a motion to have a ballot vote by all faculty to take place before May 13<sup>th</sup>.**

IV.

Resolution 1

Whereas there have been concerns raised about inversions created in some departments by market adjustment increases in salary given to faculty outside of the normal merit increases, cost of living adjustments, and promotions

The senate requests that the new CFO work with the senate and the faculty unions to design a plan for addressing inversions within academic departments. These meetings should begin no later than August 15th, 2022. The faculty senate also requests that future market adjustment proposals be considered by the leadership of the faculty senate and the faculty unions before market adjustments are awarded.

Resolution 2

Whereas there have been concerns raised by the faculty that instructional salaries have not kept up with the market and

Whereas there have been concerns raised about significant increases in salaries of some administrators that may exceed the market costs for those positions

The senate requests that beginning in July of 2022 the new CFO develop a transparent process for deciding on appropriate salaries for new or replacement positions. The process should use some benchmark salary (e.g. CUPA, averages from MUS salary data) and a range of acceptable percentages of that benchmark

salary. This process would be used by the hiring committee/director to determine appropriate salary ranges for every position on campus. For deans, associate deans, and vice chancellor positions, the position description, the suggested benchmark salary, and the proposed salary range would be shared with the campus and feedback be received from the campus before the PRA was approved.

V.

Whereas Montana Tech is an institution with a long history of academic excellence, with its graduates in high demand in all employment sectors;

Whereas current students (and their parents) and future students are our main priority;

Whereas Montana Tech benefits from a strong reputation with alumni and employees;

Whereas enrollment and retention are essential for both our short term and long-term viability as an institution;

Whereas we are currently experiencing the following issues that impact our institution's short term and long-term viability: accountability and governance, trust, and communication;

It is moved that we as the Faculty Senate form a subcommittee to draft a Confidence & Professionalism Recovery Plan with specific recommended actions and time frames to improve accountability, communication, and foster transparency to increase trust. Further, the goal of the subcommittee will be to provide the draft of the plan to the Faculty Senate by October 1, 2022 and present the plan for Faculty Senate review and approval.