

# Faculty Senate Agenda

February 3, 2023

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

Approvals for December 1, 2022 Meeting Minutes

## Action Items

- II. None at this time (request to have VI.d. as an action item)

## Informational Items

- III. Course Modality- Heather Skocilich
- IV. Chair/Vice Chair Reports
  - a. Adjunct pay
  - b. Updated website
  - c. Provost Search
  - d. Future Searches

## Discussion Items

- V. Old Business (from previous meetings)
  - a. Adjunct Faculty Pay (from 9/28/22 meeting)- see below
  - b. Changes to the Faculty Staff Handbook (from 12/01/22 meeting)- see below
- VI. New Business-
  - a. Commencement input
  - b. Non-compliance BOR 705.3 course evaluations-see below
  - c. Filling administrative roles- see below
  - d. Request to Administration- see below

#### V.a. Adjunct Pay (from 9/28/2022)

I was able to communicate with Vanessa, and the rate of pay for union faculty on overload is \$1100 per credit hour. The adjunct rate for all others is \$1000 per credit hour, as this rate has been in effect since the late 1990s/early 2000s, I would like to add it as a discussion item to piggy back on our discussions of overload.

#### Resolutions:

The Faculty Senate requests that the Provost's office revise the adjunct pay policies and adopt the model used at the University of Montana for determining adjunct pay. In particular, set the adjunct salary floor based on the negotiated salary floor for equivalent positions, and allow a per-credit salary above the floor based on negotiations with the department and the adjunct (within budgetary restrictions).

The Faculty Senate requests that the Provost's office develop a merit system for adjuncts which allows a higher per-credit salary based on years of satisfactory service.

#### Follow up (from 12/01/2022)

Senator Buckley identified 2 proposals

1. Adopt the model used by the University of Montana: Start with a floor and allow a per-credit salary above the floor based on negotiations with the department and the adjunct (within budgetary restrictions).
2. Request that the Provost's office develop a merit system for adjuncts which allows a higher per-credit salary based on years of satisfactory service.

The discussion focused on the financial impacts of this plan. Additional discussion questioned how different departments were using adjuncts and that class sized should be included as a proposal. The discussion lead to the following requests:

- a. Asking Ron Muffick, the Vice Chancellor for Administration and Finance, if he would be able to help identify the impact.
- b. Asking Department Heads two questions:
  1. How are you using adjuncts
  2. How difficult is it to get adjuncts

#### V. b

I received an email from Karen Wesenberg regarding some additional changes to the F/S handbook, Appendix A, regarding the Safety & Health Committee (approx. pg. 23 on the proposed changes). I don't know if there is much to be done at this point, but may be worth bringing to the next meeting if appropriate.

Here are some of her suggestions (condensed/edited a bit):

- 1) Original text: "The Safety & Health Committee is appointed by the Vice-Chancellor of Academic Affairs and Research. According to Administrative Rules of Montana, 4.30.2542-2546, ...."
  - a) The Administrative Rules of Montana (ARM) that is referenced is not correct. It is **24.30.2542** SAFETY COMMITTEE REQUIRED FOR EVERY EMPLOYER WITH MORE THAN FIVE EMPLOYEES.
  - b) There is no Vice-Chancellor of Academic Affairs and Research at Montana Tech, at least not anymore. There is a Provost and Vice Chancellor for Academic Affairs – Dr. Steve Gammons and a Vice Chancellor for Research and Dean of the Graduate School – Dr. Angela Lueking. And, the Director of EH&S falls under the Vice Chancellor for Administration and Finance.
- 2) Proposed addition to this section of the F/S handbook:

*The Montana ARM indicates that “(3) Federal law prohibits domination of a safety committee by management. (4) Every safety committee shall: (a) be composed of employee and employer representatives and hold regularly scheduled meetings, at least once every 4 months. The committee(s) should be of sufficient size and number to provide for the effective representation of the workforce.”*

- 3) If the F/S Handbook is to be updated, then these changes should be considered. The Montana legislature has mandated the formation of safety committees and obviously, it is not clear who is the chair(s) of this committee at Montana Tech.

**VI.b.**

Per our discussions of course evaluations and Montana Tech's flagrant non-compliance with Montana BOR policy 705.3:

For Charie and Tim I'd like this added to the faculty senate agenda.

Attached is Matt Egloff's course evaluation from Fall 2020 for the course EGEN 201 statics. There is only one problem, and it's a really big one...

Below is the teaching assignment for Fall 2020 from Orediggerweb. You will all note that I did NOT teach EGEN 201 in fall 2020 BECAUSE I WAS ON SABBATICAL IN FALL 2020!!!

# Class Schedule Listing

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## Sections Found

### Engineering Mechanics Statics - 70415 - EGEN 201 - 01

Pre-requisite: PHSX 234.

3.000 Credits

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## Scheduled Meeting Times

Type	Time	Days	Where	Date Range	Schedule Type
Class	3:00 pm - 3:50 pm	MWF	NATURAL RESOURCES BUILDING 122	Aug 17, 2020 - Nov 24, 2020	Lecture

### Engineering Mechanics Statics - 70416 - EGEN 201 - 02

Pre-requisite: PHSX 234.

3.000 Credits

[View Catalog Entry](#)

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## Scheduled Meeting Times

Type	Time	Days	Where	Date Range	Schedule Type	Instructors
Class	9:30 am - 10:45 am	TR	MAIN HALL 106	Aug 17, 2020 - Nov 24, 2020	Lecture	Brian Michael Kukay

I also note that one of the students calls me by name "Matt" as the instructor in the comments! Was I listed as the instructor at some point and then this was altered later?

This reminds me of many years ago when one of my student advisees came for a signature to drop Calc II before she failed and couldn't tell me the name of the instructor and said the 11AM class was too early for her...

### I question the veracity of any student evaluations at Montana Tech.

Faculty senate meeting minutes dating back through almost two decades repeatedly list the problems, including evals for one course ascribed to other faculty who hadn't taught it.

### VI.c.

For the agenda, I would like the faculty senate to consider a resolution to stop hiring any more high-level administrative positions, including filling vacancies.

We have apparently always been under the University of Montana. This whole "special focus" and "separation" were apparently not allowed.

Thus, we needlessly and expensively duplicate many administrative management functions of UM. Covid showed us that we can do a lot more online. If we are to recover enrollment and offer the necessary courses, we need more faculty, not bureaucracy. We can probably hire two faculty members for each of these administrative positions.

- Why do we need a provost here? Can't the overall provost at UM handle these duties?
- Why do we need a Dean of Students here? Can't UM handle those management tasks?
- Are there any other positions that are duplicative? I can think of several more.

My personal opinion is that these management positions should be in Missoula, and staff should be present here to interact in person. If something rises above staff, it can be handled by UM management, either online or they can travel over for the day. Our staff in those areas would report to their respective managers in Missoula.

Ultimately, we all report to Seth Bodner through some chain or other.

We appear to be facing even worse budget crises. No students, no budget, no school. No courses, no degrees, no students, no school.

#### **VI.d.**

Pursuant to my role as delegate to the Faculty Senate and Senator representing the IAS Department, I have been asked to submit the following resolution. I propose the following resolutions for the Friday, February 3, 2023 Senate Meeting and that they be acted upon at this meeting:

The Faculty Senate of Montana Tech formally requests that the Administration of Montana Tech provide the following information and answer the following questions:

1. What exactly is the current enrollment at Montana Tech in all its vagaries? How does this enrollment compare with the enrollment in the Spring Semester of last academic year? What was the exact fall enrollment (2022)? How did that enrollment compare with the enrollment from the previous Fall Semester? Is the expectation that enrollment will continue to drop?
2. Given that enrollment continues to drop at Montana Tech, what Faculty cuts are envisioned to be manifested at the end of this Semester?
3. If enrollment continues to drop, what are the projected cuts in Faculty that will have to be realized for economic reasons next year?
4. What are the "realistic" enrollment prospects for next year? This would not include inquiries or applications as these are faulty measures of actual enrollment.