

Faculty Senate Agenda

April 14, 2023

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

Approvals for March 31, 2023 Meeting Minutes

- II. CRC Items- none at this time (anticipate quite a few for our last two meetings)
- III. John Ray Emeritus- see below
- IV. Faculty Staff Handbook Researcher Role Submittal- see attached

Informational Items

- V. Chair/Vice Chair Reports
 - a. All Faculty Meeting April 28 from 2-3:30 Agenda Items to date
 - i. Approval of Graduates
 - ii. Faculty Staff Handbook Changes
 - iii. Faculty Emeriti
 - iv. Recommendations to Administration
 - b. Updating Senate Roster- Election to be held April 28
 - c. Meeting on May 5th for CRC items Big Butte Highlands- please send a representative if not available

Discussion Items

- VI. Old Business (from previous meetings)
 - a. Filling administrative roles- see below
 - b. Change to Faculty Staff Handbook under Chancellor's Duties- see below
- VII. New Business-
 - a. AI-Cheating- see below
 - b. Faculty Records- see below
 - c. Adjunct Pay- see below

III.

Request for authorization to confer the title of Professor Emeritus of Interdisciplinary Arts and Sciences on Dr. John W. Ray—Montana Technological University

THAT

Upon the occasion of the retirement of Professor John W. Ray from the faculty of Montana Tech, the faculty wishes to express its appreciation for his 48 years of dedication and valued service by requesting the rank of Professor Emeritus be conferred upon him by the Board of Regents of Higher Education.

John graduated with a B.A. in political science and minor in history from the University of Southwestern Louisiana earning membership in Pi Kappa Delta debating society.

John earned an M.A. and Ph.D. in political science as well as an M.A. in Communication Arts from the University of Wisconsin—Madison. John's Ph.D. dissertation was entitled Kant and Hegel on Will, Freedom and the State.

Academic Performance

John was director of debate at the University of Wisconsin and joined the Montana Tech faculty in the fall of 1975 and, along with his wife Roberta, developed a degree in Society and Technology for what was then called the Humanities and Social Science Department. He also developed political science classes in American government, international relations, public administration, political theory and political parties and pressure groups. John was also a major author of the Liberal Studies Degree that preceded our IAS degree.

During the early years of their teaching at Tech, John and Roberta Ray served as advisers and coaches for the speech and debate team and traveled with the students to competitions as far as away Wisconsin, British Columbia and California. The debate and speech team included students from most majors and non-traditional as well as traditional students. These students brought home many awards and trophies for speech and debate competition.

John published peer reviewed journal articles in the *Quarterly Journal of Speech*, *Southern Speech Communication Journal*, *Western Speech Communication Journal*, and the *Parliamentary Journal*. John also gave peer reviewed academic paper presentations all over the world in Europe (Great Britain, Germany, Greece, the Netherlands, France and Spain to name a few), Asia, North America and Africa. He has had published articles in the *Hegel Yearbook* and the Heidelberg University's *Argumentation Studies*. He also had an article published in AIP's book entitled *Readings in Parliamentary Law*.

John twice received the Phifer Award presented by the Commission on Parliamentary Practice for outstanding scholarship in the area of parliamentary procedure.

College Service

John served as term as Department Head of the Liberal Studies Department; was chairperson of the hiring committee for an Academic Vice-President; served two terms on the Faculty Senate; served a term on the Tenure and Promotion Committee and was the department's Pre-Law Adviser. John was a principal developer of the Society and Technology Degree at Montana Tech. John also served a term on the Faculty Service Committee at Montana Tech. Through his work with the Senate and faculty union, John was a tireless advocate for faculty governance and a staunch defender of faculty rights.

Community Involvement

John gave well over 120 presentations to community groups during his career at Montana Tech, including presentations on: Burnout, Conflict Management, Crisis Communication, the U.S. Constitution, Civility in Public Discourse, to name a few.

John also conducted training programs for state, local and federal agencies such as EPA and the Montana Department of Environmental Quality as well as hospitals and corporations.

John was also a certified instructor for the International Right of Way Association.

Environmental Work

John as served on the board and as officer in the following environmental organizations:

MEIC (Montana Environmental Information Center in Helena. John served multiple terms as president and as a member of the board of directors. Was a regular contributor to *Down to Earth*.

Clark Fork Coalition in Missoula board of directors.

CTEC—Citizens Technical Environmental Committee—Served as President, Vice-President, and board member.

Citizens for Labor and Environmental Justice—Served as President, Vice-President, and board member.

John has given two presentations on effective citizen involvement and environmental justice to EPA community involvement conferences in Seattle and Boston. He has served on board and commissions appointed by EPA and local government dealing with environmental concerns in Bute. He authored the EPA brochure text entitled *Be Contaminant Smart* which was published under the auspices of EPA and has been distributed to over 14000 individuals in the area. John was instrumental in shaping the EPA remedies for Butte and Silver Bow Creek in ways that incorporated citizen input and that resulted in better clean-up of toxic waste.

Newspaper Editorials

Over 40 editorial columns for *Montana Standard*, *Helena IR*, *Missoulian* *Butte Weekly*

Classes at Arts Chateau

John taught three well attended, free community classes at the Arts Chateau in Butte in philosophy and political theory.

The above represent a summary of John's performance at Montana Tech. More detailed information could be furnished upon request.

IV. Research Roles Committee

Committee Members:

--Peter Lucon, chair

--Robert Pal, CLSPS rep

--Jessica Andriolo, research associate rep [teaches in both CLSPS/SME]

--Bowen Deng, combined research/teaching responsibilities [current reporting line through research]

--Jerry Downey, advisor/supervisor of research associate rep and SME rep

Committee Charge:

Define research faculty and staff positions for inclusion in the Faculty Staff handbook (FSH), to replace the current section of research in the prior version. Proactively define appointments to ensure equity, opportunities for professional advancement, delineation of opportunities and responsibilities at Montana Tech, and prepare for growth in research faculty and staff. Prepare a document for inclusion in the FSH, and present a case to the faculty senate for inclusion of the research structure.

Outline of Roles to be Defined:

- Research Staff

1. Research Engineer or Scientist*
2. Postdoctoral Researcher*
3. Research Associate*

- Research Faculty

1. Research Assistant Professor*
2. Research Associate Professor*
3. Research Professor*
4. Distinguished Researcher*

- Center Director**

*Please note that these are non-tenure track positions that are all funded by research dollars or indirect funds and do not impact the state budget for Montana Tech.

**A center director may be salaried on research or state dollars or both and may be tenured in a department.

VI.a.

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.b.

For faculty senate, add to faculty staff handbook under chancellor's duties:

"The chancellor shall report actual enrollment and budget data to the faculty for the current semester by the 21st day of classes."

We can adjust the language as needed. It seems that every other campus in the system, whose numbers are generally good or improving, sounds the trumpets as soon as they can.

VII. a

I don't know if you have been following the ChatGPT and Turnitin conversations closely, but the landscape changed dramatically yesterday with Turnitin launching a version of their product that can detect prose that was written using ChatGPT. One of our faculty "caught" students who were using this in an assignment. There is controversy surrounding the detection of student work that uses Turnitin: [Turnitin's solution to AI cheating raises faculty concerns \(insidehighered.com\)](https://insidehighered.com)

All of this stuff is not going away and is something that we are going to manage, one way or another.

VII. b.

I think this issue should come before the faculty senate. Mt tech does not have my annual evaluations for 2007-2017 and has refused to do one properly 2018-present. Last year liping was ordered not to do one. My record of annual evaluations contains ZERO annual evals.

Combine with this obviously falsified student course evaluation, and likely others not incontrovertibly tampered with.

If mt tech can try to drive me out by destroying my records of "great job" over many years and replace that with new false narratives, they can do this to any faculty member.

The records existed. Promotion and tenure requires their review.

Thoughts? I'm fed up with this vendetta. I am the last tenured or tenure track faculty member left who stopped the summer 2016 cheaters.

VII. b.

<https://www.aaup.org/2022-23-faculty-compensation-survey-results>

<https://data.aaup.org/pt-faculty-pay/>

Please add this to the information and records for the next fac senate meeting for all to review

I got an email for aaup, since lost, showing 2023 numbers. I recall that the average part time pay for other doctoral granting institutions was a lot more per course/credit than we are. This is 2021-2022. Average then was apparently \$4100 per course section. Assume 3cr.(?)

PART-TIME FACULTY PAY PER COURSE SECTION, 2021-22				
Average (weighted mean), by FCS institution name				
Nominal (dollars)				
FCS institution name	Headcount	Min.	Max.	Avg.
TOTAL	22,151	\$0.0K	\$29.5K	\$4.1K
Binghamton U	260			
Central Michigan U	248	\$3.3K	\$3.3K	\$3.3K
Cleveland St U	609	\$2.9K	\$5.0K	\$3.5K
CUNY City Coll	840			

We should also consider all of the "retired politicians" who end up getting higher paying part time teaching jobs at various Montana Universities, and others in other states.

And pink gloves boxing! According to (my recollection of conversation) then Dean Pete Knudsen, MT Tech paid the instructor(s) \$10,000 for 11 students enrolled for 2cr! Not sure how long this course was offered, and accounting can confirm instructor payment. Were both listed instructors paid \$10,000 each? Or was it \$5000 each? Or another amount?

If \$10,000 that would be \$5000/credit hour.

And we're paying \$1000/cr hr (?) for academic courses in degree programs with much higher enrollment?

I also note this pink gloves boxing was apparently restricted to "females only," which probably violated some federal discrimination law.

Class Schedule Listing

Sections Found

Pink Glove Boxing - 73952 - ACT 172 - 01

This course is offered to females only.

2.000 Credits

[View Catalog Entry](#)

[Proceed to the Montana Tech Bookstore](#)

Scheduled Meeting Times

Type	Time	Days	Where	Date Range	Schedule Type	Instructors
Class	4:00 pm - 4:50 pm	MW	HPER BLDG.	Aug 21, 2017 - Dec 13, 2017	Laboratory	Melissa Marline Kindt (P...)

Detailed Class Information

Detailed Class Information

Pink Glove Boxing - 73952 - ACT 172 - 01

2.000 Credits

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Registration Availability

	Capacity	Actual
Seats	15	11
Waitlist Seats	20	0

Bigger screen shots are in the word document attached.

My own opinion is that the required courses should be taught by regular full-time tenured and tenure track faculty. Adjuncts/part time should be limited to specialized courses and emergencies, like someone quit, got sick, died, etc.

When I started here, the service courses were only taught by the most experienced senior tenured faculty.

If we won't fully staff up with sufficient tenured/tenure-track faculty to teach the courses needed for the degrees, we should stop trying to offer what we can't. Overloading faculty and relying on temps is driving away are faculty. And at the same time, we continue to have administrative bloat. It's a disservice to the students, and a disservice to us, and no way to run a business.

Friends who worked there for decades describe the collapse of a certain large Butte "company," apparently lavishly funded for years by the people who went to Washington, as a bloating of "project managers" and other "executive positions." As the money dried up, rather than the "project managers and executives" finding new business, they started axing the workers until finally all of the money was gone, no more could possibly come in because there was no one left who could actually do meaningful work for said money, and there was apparently a final divvying up of the crumbs and that was that.

Making adjunct/part time pay higher is financially painful and motivates hiring and retaining full time tenured/tenure-track faculty instead.