

Faculty Senate Agenda

9/5/2023

4-5 p.m.

SUB 113 AB

- I. Welcome
  - a. Provost Nosa Egiebor
  - b. Deans Hardy, Lee, and VanDaveer
  - c. Review of 4/28/23 Minutes

**Action Items**

- II. Proposal to Rename the School of Mines & Engineering
- III. Proposal to Revise Merit Award Committee Composition and Process

**Informational Items**

- IV. Request from Homecoming committee for faculty involvement

**Discussion Items**

- V. I.T. requests feedback on Class List Sorting
- VI. All Faculty Survey
- VII. Future of the Confidence and Professionalism Recovery Task Force
- VIII. For the Good of the Order

## Faculty Senate Minutes

April 28, 2023

In attendance:

Charie Faught (Nursing), John Kirtley (Chemistry), Tim Kober (Business), Chris Gammons (Geological Engineering), Matt Egloff (Civil Engineering), Rick LaDouceur, (Mechanical Engineering), Scott Rosenthal (Mining Engineering), Bryce Hill (Electrical Engineering), Linda Granger (Business and Industry), Atish Mitra (Mathematical Science), Luke Buckley (Research Faculty (MBMG)), Mike Fink (Trades), Raja Nagisetty (Environmental Engineering), David Reichardt (Petroleum Engineering), Dan Autenrieth (Safety, Health, and Industrial Hygiene), Gary Wyss (Research Faculty (CAMP)), Jessica Andriolo (Adjunct Faculty)

### Welcome (12:00 p.m.)

- I. Chairperson Charie Faught opened the meeting. A motion was made to accept the minutes from the April 14, 2023 meeting. The motion was seconded. The motion passed without discussion.
  
- II. CRC Items April 12, 2023 meeting (included in agenda)  
Discussion initiated related to item II. g. in the agenda: SME-New Program BS in Construction Management. According to the discussion, there was confusion between this proposed degree program and the existing BAS-Business - Construction Management offering. Individuals at Highlands College had asked for a flowchart as how a 2-year AAS degree could possibly fit into this proposed 4-year degree.  
  
A motion was made to accept all of the CRC items presented from their April 12, 2023 meeting. The motion was seconded. Discussion related to item f. SME-Civil Changes (6 forms) asked whether the new courses are new or do they match current MUS courses. It was stated that the courses are new.  
A vote was taken and the motion passed.
  
- III. CRC Items April 26, 2023 meeting (included in agenda)  
Chairperson Faught stated there were some changes to the agenda: item III. E. in the agenda, SME-Mechanical MS update offerings was removed citing additional work needed. Item III. F. SME-Civil Changes (5 forms) was also removed citing that it had been tabled. A new item was added, referred to as item III. J., from SME-Mining (7 forms).  
  
A motion was made to accept the CRC items presented from their April 26, 2023 meeting with the given changes to the agenda asking for the information related to the SME-Mining proposal. The motion was seconded. There was no discussion. A vote was taken and the motion passed.
  
- IV. Adjunct Faculty Representative – Grant Wallace  
Grant Wallace was nominated as the Senate representative for this position for the 2023-24 academic year and accepted the nomination.  
A motion was made to approve this nomination. The motion was seconded. There was no discussion. A vote was taken and the motion passed.

V. Avimanyu Das Professor Emeritus- (support provided in the meeting agenda)

It was stated that Professor Das has retired and is in India.

A motion was made to recommend the rank of Professor Emeritus to Professor Das. The motion was seconded. There was no discussion. A vote was taken and the motion passed.

VI. Faculty Senate Elections

Secretary:

Tim Kober was nominated to remain as secretary but declined the nomination. Atish Mitra was nominated but also declined the nomination. There were no additional nominations at this time and a motion was made to table the election of this position until the first meeting in the fall. The motion was seconded.

During discussion, Dan Autenrieth nominated himself for the position of Senate secretary for the 2023-24 academic year. A motion was made to accept this nomination. The motion was seconded. There was no discussion. A vote was taken and the motion passed.

Vice Chairperson:

Chairperson Faught nominated Scott Rosenthal for this position for the 2023–24 academic year. There were no other nominations.

A motion was made to accept Scott Rosenthal as the Vice Chair. The motion was seconded. There was no discussion. A vote was taken and the motion passed.

Chairperson:

Chairperson Faught nominated Scott Risser for this position for the 2023–24 academic year. The motion was seconded. Discussion included the call for other nominations, there were no other nominations.

A vote was taken and the motion passed.

Informational Items

Dean Ken Lee addressed the previous question related to the proposed BS degree program in Construction Management. He stated it was developed under a 2-year x 2-year approach and believed Highland College students should be able to transfer into this new degree program with either an AAS in Civil Engineering Technology or Construction Technology. He also stated that there would be no change to the current BAS-Business Construction Management program.

VII. Chair/Vice Chair Reports

The all-faculty meeting is planned to go as scheduled this afternoon (Friday, April 28). Chair Faught reminded the senate that everyone who attends an all-faculty meeting is considered to be a quorum.

Vice Chair Rosenthal updated the senate in regards to the Budget Committee by stating the Committee is on hold until the State Legislative Session wraps up.

Senator LaDouceur, the Senate representative on the search committee for the Dean of Students Position, commented that the search was progressing.

Chair Faught commented on the need for the scheduled Senate meeting on May 5, 2023. A motion was made to cancel the Senate Meeting scheduled for May 5, 2023. The motion was seconded. There was no discussion. A vote was taken and the motion passed.

#### Discussion Items

Discussion initiated related to the Faculty Satisfaction Survey. A motion was made to go forward with the survey using the questions from the previous year. The motion was seconded. There was minimal discussion. A vote was taken and the motion passed.

A motion was made to adjourn. The motion was seconded and the meeting was adjourned at 12:37 p.m.

Respectively Submitted:

Tim Kober, Secretary

**Protocol:** The department requesting a curriculum change holds a discussion at the departmental level, and if agreed upon, the Department Chair, elevates the request to the Dean for approval. All changes to the catalog require CRC approval.

Final changes are made by the registrar after faculty senate approval and BOR approval, as needed.  
See workflow document

<https://helpx.adobe.com/acrobat/how-to/convert-word-excel-paper-pdf-forms.html?set=acrobat--fundamentals--pdf-forms>

Guidance can be found at: <https://mus.edu/che/arsa/academicproposals.html>

Submission Requirements: All Submissions (checked by CRC):

- Electronic Copy (with the exception of signatures- no handwritten items)
- Completed CRC Form, with all Signatures and Attachments based on level of request (see below)
- Naming Convention as determined by CRC

### **LEVEL of Request**

Please indicate the type of request(s) by selecting *all that apply*:

#### 1. *Faculty Approvals (directly to CRC, then Faculty Senate):*

- Establish a new course for the catalog (please contact the Registrar of MUS CCN information) Required

Documents:

- Course Number
- Course Outcomes
- Course Description
- Syllabus
- Curriculum Worksheet
- Pre-requisite or co-requisite

- Course Changes: addition, deletion or change of title, credit, course number, pre-req, description, or cross listing. Required Documents:

- Course Number
- Course Outcomes
- Course Description
- Syllabus
- Pre-requisites or co-requisites
- Existing Curriculum Worksheet
- New Curriculum Worksheet, with changes highlighted

- Amend an existing degree program. Making changes to programs such as adding a writing course to a major, changing the list of accepted electives or removing a requirement of a minor. Required Documents:

- Documents as listed under establishing a new course (as applicable)**
- Existing Curriculum Worksheet
- New Curriculum Worksheet, with changes highlighted

- Other (for those that are considered in this level but otherwise not listed):

Request for CRC support for changing the name from "School of Mines and Engineering" to "Lanco College of Mines and Engineering"

#### 2. *Campus Approvals Level I (must be approved by the VCAA prior to CRC submission):*

- Placing a postsecondary educational program into moratorium: Required Documents:

- Program Termination and Moratorium Form
- Academic Proposal Request Form

- Withdrawing a postsecondary educational program from moratorium. Required Documents:

- Academic Proposal Request Form

- Establishing, re-titling, terminating or revising a campus certificate of 29 credits or fewer.  
Required Documents:
  - Academic Proposal Request Form
  - Documents as listed under establishing a new course (see section 1)
- Establishing a B.A.S./A.A./A.S. area of study. Required Documents:
  - Academic Proposal Request Form
  - Documents as listed under establishing a new course (see section 1)
- Offering an existing postsecondary educational program via distance or online delivery. Required Documents:
  - Academic Proposal Request Form

3. OCHE Approvals **Level I** (must be approved by the VCAA and Chancellor prior to CRC submission):

Level I items are those requests for which the Board of Regents has fully designated approval authority to the institution or Commissioner of Higher Education. These requests are to be submitted for notification to or approval by Commissioner as Level I proposals. Level I proposals may be submitted to OCHE at any time by the flagship campuses or community colleges and will be processed on a rolling monthly schedule. The approval of such proposals will be conveyed to the Board of Regents at the next meeting of the board. Level I proposals include campus initiatives typically characterized by minimal costs, clear adherence to approved campus mission, and the absence of significant programmatic impact on other institutions within the MUS and community colleges. BOR Forms can be found using the following link:

<https://mus.edu/che/arsa/Forms/AcademicForms.html>

- Re-titling an existing postsecondary educational program. Required Documents:
  - Academic Proposal Request Form
- Terminating an existing postsecondary educational program.
  - Academic Proposal Request Form
  - Program Termination and Moratorium Form
- Consolidating existing postsecondary educational programs
  - Academic Proposal Request Form
  - Curriculum Proposal Form
  - Documents as listed under establishing a new course (see section 1)
- Establishing a new minor where there is a major or an option in a major
  - Academic Proposal Request Form
  - Curriculum Proposal Form
  - Documents as listed under establishing a new course (see section 1)
- Revising a postsecondary educational program
  - Curriculum Proposal Form
  - Academic Proposal Request Form
- Establishing a temporary C.A.S. or A.A.S. degree program Approval limited to 2 years
  - Academic Proposal Request Form
  - Documents as listed under establishing a new course (see section 1)

4. Level II (must be approved by the VCAA and Chancellor prior to CRC submission):

Level II proposals require initial approval and comment by the Board of Regents through a Request to Plan prior to final review and approval by the Office of the Commissioner of Higher Education. These proposals entail more substantive additions to, alterations in, or termination of programs, structures, or administrative or academic entities typically characterized by the (a) addition, reassignment, or elimination or personnel, facilities, or courses of instruction; (b) rearrangement of budgets, cost centers, funding sources; and (c) changes which by implication could impact other MUS institutions and community colleges.

- Establishing a new postsecondary educational program

- Request to Plan (RTP)
- Academic Proposal Request Form
- Curriculum Proposal
- Fiscal Analysis Form
- Completed Intent to Plan Form
- Documents as listed under establishing a new course (see section 1)**
- Permanent authorization for a temporary C.A.S. or A.A.S degree program
  - Academic Proposal Request Form
  - C.A.S/A.A.S Curriculum Proposal
  - Fiscal Analysis Form
  - Completed Intent to Plan Form
  - Documents as listed under establishing a new course (see section 1)**
- Exceeding the 120 credit maximum for baccalaureate degrees Exception to policy 301.11
  - Academic Proposal Request Form
  - Documents as listed under establishing a new course (see section 1)**
- Forming, eliminating or consolidating an academic, administrative, or research unit
  - Academic Proposal Request Form
  - Curriculum or Center/Institute Proposal
  - Completed Request to Plan, except when eliminating or consolidating
  - Documents as listed under establishing a new course (see section 1)**
- Re-titling an academic, administrative, or research unit Permanent authorization for a temporary C.A.S. or A.A.S degree program
  - Curriculum Proposal
  - Completed Intent to Plan Form

Date 8/25/2023

Dept. \_\_\_\_\_

Program \_\_\_\_\_

College School of Mines and Engineering

CRC Representative \_\_\_\_\_

Description of Request: Rename College

Requesting CRC support for changing the name of the School of Mines and Engineering from the "School of Mines and Engineering" to the "Lance College of Mines and Engineering"

Current Course or Program Information: "School of Mines and Engineering"

Number (Assigned By CRC): \_\_\_\_\_

Proposed Change

Course #	Name	Credits	Pre-req.
	"Lance College of Mines and Engineering"		

**This should include what will appear in the catalog, exactly. New course require course outcomes listed in this area.**

List of supporting documentation attached (See Level of Request for Requirements):

**Assessment Leading to Request**

Montana Technological University is receiving a historical \$31 million private donation from Tech alumnus Ryan Lance and his wife Lisa Lance. This is the largest gift in Tech's history. We are seeking CRC support to rename the School of Mines and Engineering from the "School of Mines and Engineering" to the "Lance College of Mines and Engineering" pending review and approval by the Montana Board of Regents.

**Anticipated Impacts to "Other" Programs**

**Impact on Library:** NA \_\_\_\_\_ has consulted with \_\_\_\_\_ at the Montana Tech library to ensure needed materials and media are available. (Or No consultation is required since changes are only in the course number, course name, or course pre-requisites.)

**Date to take effect (note that the earliest date is the next calendar year):** \_\_\_\_\_

Upon Approvals

## APPROVALS

Department Head Approval

Date \_\_\_\_\_

\_\_\_\_\_

Dean Approval

Date 8/25/2023

\_\_\_\_\_

Graduate Council Approval

Date \_\_\_\_\_

\_\_\_\_\_

CRC Approval

Date 9/1/23

\_\_\_\_\_

Faculty Senate Approval

Date 9/5/23

\_\_\_\_\_

VCAA Approval (see below)

Date 8/28/23

\_\_\_\_\_

Chancellor Approval (see below)

Date 8/29/23

\_\_\_\_\_

III. Proposal to Revise Merit Award Committee Composition and Process

**205.7 Merit Awards for Non-Union Faculty Members**

Each year Montana Tech may award up to six Merit Awards to meritorious faculty who are full-time, non-union, tenure track, or professors of practice faculty. Visiting faculty are not eligible for Merit Awards. Faculty may be nominated by their Department Head, Dean, or be self-nominated. The application deadline is November 1 of each academic year.

A Merit Award is for the amount of \$2000 and added to the faculty member's base pay in the following academic year contract. Faculty earning Merit Awards are recognized at the spring semester awards ceremony. In addition, Merit Awards are not considered when determining whether a salary inversion exists. Specifics of the process to apply for a Merit Award are as follows:

- 1) The award is based on performance within the previous three academic years at Montana Tech.
- 2) An application consists of no more than seven pages total;
  - Supporting documentation is to be presented in a summary format of information required in Section 205.4.3: Evaluation Portfolio of the Montana Tech Faculty and Staff Handbook. This narrative must discuss justification for the Merit Award based on exceptional/excellence achievement in one or more of the following:
    - o Teaching
    - o Scholarly activity
    - o Service
  - All recipients must be very good to excellent teachers.
  - Narrative is limited to five pages maximum and no supplemental material is allowed unless requested by the Department Head.
  - A two-page (no more than) resume shall be included.
- 3) Applications are due to the Provost/VCAA by November 1st.
  - Applications will be evaluated by an interdisciplinary committee drawn from faculty members that have received Merit Awards in previous two years.
- 6) A faculty member who receives a Merit Award is not eligible to apply for another award during the two years following receipt of the award.
- 7) Faculty who have a disciplinary letter in their personnel file within the last three years (Human Resources File) may not apply.

**Proposed Revisions**

General Considerations:

1. To receive a Merit Award, the faculty member must apply for it. It is the faculty member's responsibility to describe and explain the reasons they should receive a Merit Award.
2. A Merit Award shall be granted for exceptional achievement in one or more of the three key areas of a faculty member's work: teaching, service, and scholarship.
3. The activities or accomplishments under consideration for a Merit Award shall have taken place in the immediate three years prior to the application.
4. All Merit Award recipients must rate at least satisfactory in teaching, and it is up to the applicant to demonstrate this rating.
5. In a given year, a faculty member may apply for and receive only one Merit Award.
6. Only full-time tenured and tenure-track faculty members are eligible to apply for a Merit Award.
7. Merit Award applications shall be evaluated by an interdisciplinary committee drawn from faculty members that have received Merit Awards in previous years.
8. It may be necessary to appoint additional members to replace committee members that retire, are on sabbatical, or who otherwise cannot serve.
9. A faculty member shall not be eligible to apply for a Merit Award for two years following receipt of a Merit Award. E.g. a faculty member applies for a merit award in the 2010-11 Academic Year, receives the award beginning in the 2011-12 AY, and is again eligible to apply in the 2013-14 AY.
10. A Merit Award shall become part of the faculty member's base salary on the first day of the academic year following the award.
11. Base salary Merit Award increments shall not be considered when making inversion adjustments.
12. Faculty that have received a formal disciplinary letter within the past three years in the file kept by the Chancellor's Office are ineligible for a Merit Award.
13. Each Merit Award shall consist of a \$2,500 base increase.

Merit Award Committee

1. The committee shall consist of four (4) faculty members appointed by the XXXXXX.
2. Eligible members will normally have received a Merit Award in the previous two years.
3. A faculty member serving on the Merit Award Committee shall not be eligible to apply for a Merit Award.
4. A faculty member who receives a Merit Award shall be eligible to serve on the Merit Award Committee for the next two years.
5. Spouses or immediate family members of any applicant may not serve on the committee.
6. The Merit Award Committee is under no obligation to award all Merit Awards that may be available in a given year.
7. Each year, the Merit Award Committee shall document how it made decisions regarding awards and publish an "Annual

Report” explaining the committee’s rationale. This report will be filed with the P/VCAA office.

#### Merit Ward Application

1. An application shall consist of a pdf-format file including:
  - a. The pdf-format application, with a label including the applicant’s name, shall be submitted electronically to the P/VCAA on or before the due date.
  - b. Ten (10) or fewer pages that address the selection criteria
  - c. Two (2) page brief Curriculum Vitae using the standard Northwest Accreditation format.
  - d. Supplementary documentation that supports the application may be included in appendices.
  - e. Merit applicants are encouraged, but not required, to include a letter of recommendation from their Department Head as part of the Supplementary Documentation. Department Heads that apply for merit are encouraged, but not required, to include a letter of recommendation from their Dean as part of the Supplementary Documentation.
  - f. Applicants are encouraged to explicitly address the relevance of their merit to their Departmental Performance Standards or, in the case where no departmental standards have been developed and approved, the criteria in General Performance Standards.
2. This application must explicitly address the criteria that the Merit Award Committee will use to evaluate applications as described in the **Merit Award Application Packet** available from the P/VCAA office.
3. The activities or accomplishments under consideration for a Merit Award shall have taken place in the immediate three years prior to the application.

#### Merit Award Evaluation

1. The committee shall evaluate and classify applications into two groups: recommended and not recommended.
2. Upon request, the committee shall provide feedback to unsuccessful applicants regarding their application. This feedback is intended to provide guidance as to how future applications might be improved.

#### Timeline and decision process for Merit Award Committee

1. October 1: Committee constituted; committee meets, elects chair.
2. November 1: Merit award applications due.
3. February 1: Draft list of recommended merit awards from committee to P/VCAA.
  - a. Committee meets with P/VCAA and two Deans as necessary to amend the list of awardees.
  - b. The four faculty committee members and three administrators – as a committee of all – shall endeavor to agree upon any changes to the list of awardees.
  - c. If the committee of all cannot agree, then all changes to the original list shall be decided upon based on a vote with simple majority rules.

	d. All decisions by the committee of all are final. 4. March 1: Committee communicates final list of recommended awards to the Chancellor. 5. March 15: Chancellor announces merit awards.
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#### IV. Request from Homecoming committee for faculty involvement

The student-led Homecoming Week committee has requested volunteers from the faculty for the following events:

**Sunday September 10<sup>th</sup>**

Cornhole Tournament (set up starts at approximately 11:30 am)

**Wednesday September 13<sup>th</sup>**

Color Run (anticipated event between 4 and 5 pm)

Please contact [tliva@mtech.edu](mailto:tliva@mtech.edu) to volunteer

All are encouraged to attend the following events:

**Monday September 11<sup>th</sup>**

Pep Rally in the Courtyard from 6:30 to 8 pm

**Thursday September 14<sup>th</sup>**

Swing Dance in the Courtyard from 630 to 830 pm

**Friday September 15<sup>th</sup>**

Bed Races (Park Street) starting at Noon

**Saturday September 16<sup>th</sup>**

Game Day, tailgate at 11am

Full calendar can be found here: <https://www.mtech.edu/student-life/homecoming/index.html>

*Please note that due to budget constraints, some events such as Free Plants, Mural Painting, and Bowling are only available to students.*

V. A request has been made to change the order of the names on our class list.

<input type="checkbox"/>		
<input type="checkbox"/>		Anders Val Zsizinki
<input type="checkbox"/>		America Smith Jones
<input type="checkbox"/>		Balfour Tony McGee
<input type="checkbox"/>		Camdyn Madeupname Addams

The change would (in theory) allow us to sort by last name:

<input type="checkbox"/>		
<input type="checkbox"/>		Addams, Camdyn Madeupname
<input type="checkbox"/>		Jones, America Smith
<input type="checkbox"/>		McGee, Balfour Tony
<input type="checkbox"/>		Zsizinki, Anders Val

## VII. Confidence and Professionalism Recovery Task Force Recommendations and Findings March 2023

### *Subcommittee Members*

Layton Bahnmilller; Student Representative

Luke Buckley; Associate Professor of Writing

Natasha Chadwell; Admin of Computer Science, Mathematics, and CLSPS Dean

Charie Faught, Ph.D.; Faculty Senate President & Associate Professor Nursing

Shauna Goodell; Disability Services and Accessibility Coordinator

Tim Kober, Ph.D.; Professor of Business

Richard LaDouceur, Ph.D.; Assistant Professor of Mechanical Engineering

Glen Southergill, Ph.D.; Associate Professor of Writing

Courtney Young, Ph.D.; Lewis S. Prater Professor of Metallurgical and Materials Engineering

### *Charge*

Below is the language that was passed as a resolution at our last Spring 2022 Faculty Senate Meeting. Whereas:

- Montana Tech is an institution with a long history of academic excellence, with its graduates in high demand in all employment sectors;
- Current students (and their parents) and future students are our main priority;
- Montana Tech benefits from a strong reputation with alumni and employees;
- Enrollment and retention are essential for both our short term and long-term viability as an institution;
- 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.

### *Process*

While the subcommittee started as a proposal to the faculty senate, we now have representation from staff senate and ASMT, who are also stakeholders in the outcomes. We have been meeting since Fall semester 2022. Given that this is an important issue, we are being intentional in having the recommendations be fact driven. Along with interviews, we are reviewing past satisfaction survey results as well as reviewing relevant literature on the subject. Given the original charge, the focus of the committee has been to examine the culture at large of Montana Tech.

### *Findings*

We the CPR Task Force conclude the following:

- The conditions which enable fulfilling Montana Tech's Mission have been adversely impacted by inadequacy with shared governance, appropriate professional relationships and conduct, two-way communications, and transparency.
- Tangible and noticeable improvements will most likely result only if faculty, staff, and administrative constituencies work collaboratively in sustained and mutually respectful ways.

### *Recommendations*

We the CPR Task Force recommend the following:

- Establish a Standing Committee to monitor and assist with confidence and shared governance restoration activities that includes adequate staff, faculty, ASMT student, administration representation, the minutes of which and reports should be publicly published.
- Ensure a confidential and professional means of engaging employee feedback in the processes of evaluating all administrative leadership.

- Provide additional opportunities for substantive and regular faculty and staff participation in all elements of University operations and planning, to include further conversations on the budgetary process, Strategic Plan and revised Mission Statement.
- Generate additional professional development opportunities to embrace a culture of mutual respect and professionalism.
- Create additional means of recognizing and rewarding staff and faculty contributions to Montana Tech's culture.
- Engage the campus community continuously and substantively to update and adhere to the Faculty / Staff Handbook and/or relevant policies.
- Identify additional available support for scholarly activities related to tenure and promotion.
- Provide additional resources and funding for staff advancement.
- Create and monitor metrics to continuously and openly measure progress towards the areas of improvement highlighted in the Great Places to Work Survey. The metrics and interventions should be grounded in contemporary scholarly literature and evidence-based practices. When possible, internal expertise should be sought and applied to the completion of this task.
- Designate an Ombudsperson equipped with sufficient security of employment, training and reduction of other duties. The newly forged Ombudsperson role should adhere to best practices, including those as defined by the International Ombuds Association available online at <https://www.ombudsassociation.org/what-is-an-ombuds->.

The above was shared with President Bodnar on 7/3. His response on 7/6 included the following:

"I've spoken with Chancellor Cook about this, and I've asked him to work with you and other shared governance leaders to develop a comprehensive plan to understand and address concerns among campus constituents. This is directly in line with MT Tech's strategic plan goal of having a healthy and vibrant campus ecosystem.

I'd like to follow later this summer to discuss and identify ways I can support you and Chancellor Cook and the team in this effort."