

Faculty Senate Minutes

May 6, 2022

In attendance:

Charie Faught (Nursing), Peter Lucon (Mechanical Engineering), Sue Schrader (Petroleum Engineering), Courtney Young (Metallurgical and Materials Engineering), Doug Galarus (Computer Science), Jessica Andriolo (Adjunct Faculty), John Kirtley/Karen Wesenberg (Chemistry), Raja Nagasetty (Environmental Engineering), Tim Kober (Business), Dan Autenreith (Safety, Health and Industrial Hygiene), Scott Rosenthal (Mining Engineering), Matthew Haynes (Writing Program), Ryan Stapley (Biological Sciences), Hilary Riser (Mathematical Science), Chris Gammons (Geological Engineering), Jackie Timmer/Luke Buckley (Research Faculty), Matt Egloff (Civil Engineering), Linda Granger (Business and Industry), Lonnie Horn (Trades), John Ray (Interdisciplinary Arts and Sciences), Bryce Hill (Electrical Engineering)

Welcome and Minutes (9:00 a.m.)

It was determined that there was a quorum and Chair Charie Faught called the meeting to order. Approvals for April 19, 2022 Meeting Minutes:

Hilary Risser moved to accept the minutes; the motion was seconded; there was no discussion; unanimous approval by vote

Action items:

I. CRC Items:

Hilary Risser moved to accept the items presented by the CRC; the motion was seconded.

Discussion: there was confusion as to whether the items from Mining Engineering had been included, they had.

A vote was taken and the motion passed unanimously.

Courtney Young mentioned as a reminder that any changes to ABET related programs are required to be included in the summer report to ABET. Dean Trudnowski was present and stated his belief that all ABET related items had been accounted for

Information Items:

II. Provost Information Regarding Motion to the Faculty Senate

Provost Gammon was present to identify supporting data provided by the administration in response to the action items. A copy of the information was sent out to members of the Faculty Senate with the agenda for this meeting.

New Business/Discussion Items:

Senator Egloff made a motion to change the order of business items. The motion was seconded and was passed without discussion.

- III. Item one of two regarding salary resolutions (included with the agenda)
Hilary Risser moved to accept the first of the two resolutions related to Faculty Salary. The motion was seconded.

Matt Egloff moved to add a friendly amendment to add the phrase “and across campus” after the word “departments.” Hilary Risser seconded this motion.

The final wording with the amendment becomes:

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 and across campus. 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.

Discussion included 1) how this motion would affect faculty members not in the union; 2) an example of how an inversion would be recognized across campus; 3) will the motion apply to individuals in the Bureau; and 4) what if some faculty members are doing research.

The vote on the amendment was taken and passed.

The vote on the original motion, as amended, was taken and passed.

- IV. Item two of two regarding salary resolutions (included with the agenda)
Hilary Risser moved to accept the second of the two resolutions related to Faculty Salary. The motion was seconded.

Discussion included 1) the idea that this may delay the hiring process and 2) if average salaries are used as a benchmark, averages typically represent prior

years and the use of these amounts would actually be less than current year amounts.

The vote was 12 in favor and 8 opposed, the motion passed.

V. Resolution to Form a Confidence & Professionalism Recovery Plan Subcommittee (see language below)

Hilary Risser moved to accept the original resolution. The motion was seconded.

Senate Chair Faught stated she had had discussion with many faculty members and determined there were significant issues on campus. This proposal was intended to propose a committee to look at the issues intending to get at the root causes.

Discussion included 1) the idea that this proposal should be delayed until the senate was able to address other resolutions; 2) if this resolution was intended to be an alternative to the resolution related to a vote of no confidence; 3) concerns of potential retaliation were mentioned; and 4) would the proposed committee plan to meet over the summer

A motion was made to amend the resolution to add the phrase “requesting staff senate representation.” This motion was seconded.

The amendment was put to vote and passed. The original motion now reads:

It is moved that we as the Faculty Senate form a subcommittee, requesting representation from staff senate, 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.

A motion was made to postpone a vote on the main motion, as amended, until the resolution for a vote of no confidence was addressed. The motion was seconded. There was no discussion. The vote found 7 in favor of this motion and 12 opposed, this motion failed.

There was no additional discussion on the main motion as amended. The vote found 21 in favor of this motion and no one opposed, the motion passed.

VI. Resolution to change the Montana Tech Mission Statement (included with the agenda)

John Ray moved to accept the motion, it was seconded.

Discussion included communication issues: the new mission statement had been presented to the faculty as a public forum and survey prior to its adoption.

A vote was made with 12 in favor and 4 opposed, the motion passed.

VII. Motion to the Faculty Senate: Regarding a vote of no confidence in Dr. Les Cook, Chancellor (presented in an attached pdf with the agenda)

Tim Kober moved to accept the motion, it was seconded.

Courtney Young moved to table the motion, it was seconded.

Discussion included: 1) an explanation of the differences between tabling a motion, postponing a motion indefinitely and postponing a motion definitely; 2) perceived difficulties in filling open positions if this resolution passes; 3) timeliness due to the fact we were made aware of budget difficulties in late April when issues would have been known at an earlier date; 4) better if addressed in the fall rather than a “black eye” to the university today; 5) quick decision difficult, individual senators in need of additional time to understand the issue; and 6) is the faculty/institution ready to move forward if such a motion were to pass?

A vote was made with 14 in favor and 4 opposed, the motion to table the original passed.

VIII. Nursing resolution to have a ballot vote by all faculty (information presented in the agenda)

Charie Fought removed the resolution from consideration.

The meeting was adjourned at 10:23 am

Respectively Submitted:

Tim Kober, Secretary