

Faculty Senate Minutes

November 10, 2022

In attendance:

Charie Faught (Nursing), Dave Reichhardt (Petroleum Engineering), Avimanyu Das (Metallurgical and Materials Engineering), Jessica Andriolo (Adjunct Faculty), John Kirtley (Chemistry), Tim Kober (Business), Hilary Riser (Mathematical Science), Chris Gammons (Geological Engineering), Linda Granger (Business and Industry), Matt Egloff (Civil Engineering), Scott Rosenthal (Mining Engineering), Rick LaDouceur, (Mechanical Engineering), Doug Galarus (Computer Science)

Welcome (9:38 a.m.)

It was determined that there were enough senators present at the start of the meeting to constitute a quorum.

Chairperson Charie Faught opened the meeting. A motion was made to accept the Minutes from the October 27, 2022 meeting. This motion was seconded and passed without discussion.

Action Items:

- I. Faculty Staff Handbook Recommended Changes (see attachment in the agenda):

After a brief discussion it was decided to address these recommended changes individually.

Proposed Change #1:

- a. Section 206.4: Performance Evaluation: Full-Time Faculty, Part-Time Faculty, and Deans-
Addition of instructors to list

There was discussion regarding the language of the proposal. It was stated the language in this proposal following the language of the Collective Bargaining Agreement.

A motion was made to accept this proposal.

The motion was seconded.

There was no additional discussion

A vote was taken and the motion passed as presented.

Proposed Change #2:

- b. 206.4.3- Addition of Instructor/POP to evaluation criteria –*they are not required to do research*

Preliminary discussion stated that the Professor of Practice designation is not included in the Collective Bargaining Agreement. It is believed that evaluation requirements for

both instructors and professors of practice would fall under individual department standards.

No motion was made to accept this proposed change.

Proposed Change #3:

- c. 206.4.5- Department Head Evaluation- *Addition of leadership for accreditation to DH responsibilities*

Preliminary discussion included the belief that this responsibility was already a part of the duties of a Department Head. Also, the word “and” should be moved in the proposal to reflect the addition of this responsibility as the part of a list.

A motion was made to accept this proposal.

The motion was seconded.

There was no additional discussion

A vote was taken and the motion passed with the change in the placement of the word “and.”

Proposed Change #4:

- d. Section 206.7: Merit Awards-*Change to due date, committee for non-union members to mirror union approval process*

Preliminary discussion included the question as to whether this proposal would have an effect on the application process this year for non-union faculty members (current due date of February 1, 2023). It has stated by Provost Gammon that, if approved, this change would not start until the next academic year (AY 2023-24).

A motion was made to accept this proposal.

The motion was seconded.

Discussion

During the discussion, a motion was made to include an amendment stating this change would initiate with the 2023 – 24 academic year.

This motion was seconded.

After discussion, a vote was made on the amendment. The amendment did not pass.

A vote was taken on the original motion to accept the proposed change. The motion passed as presented.

Proposed Change #5:

- e. Section 210: Faculty Termination: For Cause- *Change in Committee Name to be consistent throughout the FSH. No change to committee charge or role.*

Preliminary discussion stated that this committee was currently referenced under two different names.

A motion was made to accept this proposal.

The motion was seconded.

There was no additional discussion

A vote was taken and the motion passed as presented.

Proposed Change #6:

- f. Section 223.1.2 and 223.1.3 Academic Responsibilities- *added language to include department head responsibility for NWCCU Program Review*

A motion was made to accept this proposal.

The motion was seconded.

There was no additional discussion

A vote was taken and the motion passed as presented.

Proposed Change #7:

- g. Section 506 (was 507): Grievance Policy and Procedure- *Changed to address non-union faculty members with substantial changes to language. The changes were made to align with union contracts whenever possible.*
 - i. 506.1 Purpose
 - ii. 506.2 Policy
 - iii. 506.3 Time Limit for Grievance Filing
 - iv. 506.44 Procedures for Settling Grievances
 - v. 506.5 Grievance Committee
 - vi. 506.6 Authority of the Committee
 - vii. 506.7 The Chancellor's Decision

Preliminary discussion stated that the current grievance process was not clearly defined. It was stated that this recommendation was too complex to address at this time and that it should be given time to allow Departmental input. The question also arose as to whether this would cause faculty members with grievances to be more likely to make use of the legal system. It was stated the grievance process was not designed to replace the legal process and that faculty members with grievances would still be able to go through a formal legal process.

Also, it was stated that this recommendation specifically omitted discrimination related issues.

A motion was made to accept the entire proposal.
The motion was seconded.
Additional discussion stated that the proposed timing included in the recommendation could be extended if unusual circumstances existed.
A vote was taken and the motion passed as presented.

Proposed Change #8:

- h. Section 109: with Appendix A- Updated Committee List*

A motion was made to accept this proposal.
The motion was seconded.
There was no additional discussion
A vote was taken and the motion passed as presented.

Informational Items:

- I. Chair Report
a. Provost Search Committee Faculty Senate Representation

It was reported that Senator Rosenthal received the most votes and would represent the Senate on the Provost Search committee.

- b. BOR Planning/Attendance
Neither Chairperson Faught or Vice-Chairperson Rosenthal are planning to attend the BOR Meeting next week in Bozeman. A question was posed as to whether any Senator would be interested in attending the meeting.

Discussion Items

- III. Old Business (from 9/28 meeting)
a. Adjunct faculty pay
Senator Buckley was unable to attend the meeting and asked that this item be postponed until the next Senate meeting.
- IV. New Business- Additional Changes to FSH- See Attached.
Senator Egloff requested that Senators take his proposal back to their respective departments for discussion prior to entertaining any action. The proposal is included in the agenda as an attachment.
This item was tabled.

The next Faculty Senate meeting is scheduled for Thursday, December 1. December 1 is also the date of the next scheduled all faculty meeting.

There is a tentative Senate meeting scheduled for Thursday, December 15.

The meeting was adjourned at 10:47 a.m.

Respectively Submitted:

Tim Kober, Secretary