Faculty Senate Agenda
12/3/2019
4-5 pm
Library Auditorium

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

Approvals for November 5, 2019

Action Items

I.   General Education Critical Thinking Proposals- see attached proposals
II.   Resolution to Administration

The Faculty Senate of Montana Technological University requests that the Administration of Montana Technological University, particularly the Provost and Deans, provide Workload Data for those holding faculty positions across the campus. The Faculty Senate of Montana Technological University further requests that this workload data compare workload by gender. Comparison would be rank based and would compare faculty in similar rank to faculty in similar rank, i.e. professors to professors, associates to associates, and so on. Data would also include pay differences by gender and clearly delineate both base pay and any Foundation-related supplementary pay.   Pay comparisons would also be rank based as described above in the resolution.

We request that this data be provided in January 2020.

Informational Items

III.   Board of Regents Breakfast with Faculty Senate Reps
IV.   Montana Tech International Student Assistance Committee (MISAC) November 22 report

Discussion Items

V.   Activities and priorities for the upcoming year
        a.   Other
                i.   Technical Report Series
                ii. Faculty Yearbook
                iii. Lack of food services at Highlands
                iv. Workload (see below for requirements)
VI.   Other Items
        a.   Discuss what constitutes an action item, etc. on faculty senate agenda
        b.   Discussion on Chief of Staff Position at Montana Tech- see language below
        c.   Creating and filling of new positions

V.a.iv Workload Requirements (Faculty Staff Handbook and CBA):

- Faculty Staff Handbook
    - o Assigning teaching duties equitably to the department's faculty in such a manner as to take the greatest advantage of their individual expertise, interests and abilities;
    - o Scheduling of classes and the arrangement of the teaching schedule in a manner that avoids intra and inter-department conflicts between required courses and allows faculty adequate time blocks to prepare for instruction, carry out research and serve the Institution and the community.
    - o The Department Head, in consultation with the faculty of the department, is responsible for the continuing development of the curriculum and for its oversight. If it is individually accredited by an organization such as ABET, the Department Head is responsible for maintaining accreditation of the department's degree program. The Department Head is normally expected to carry two-thirds of the teaching load assigned to faculty in the department.
- CBA
21.100 WORKLOAD ASSIGNMENT

Department Heads are responsible for assigning faculty workload, subject to the approval of the Dean and P/VCAA. The instructional portion of the workload shall be that deemed sufficient to meet programmatic needs as determined by the Department Head and Dean in consultation with department faculty.

While it is not expected that the teaching portion of workloads be identical within and among departments, assignments will be made relative to the total activity of faculty including research, scholarship, creative activity, service and administrative duties. When assigning a faculty member's workload, the Department Head may take into consideration such activities as listed below and make adjustments as deemed necessary:

1. Contact hours 2. Unfunded or funded research 3. Funded research buyouts 4. Advising responsibilities 5. Labor intensive committee assignments 6. Large student credit hour loads 7. Department Head 8. Additional administrative assignments

The above list is not intended to be all inclusive and the Dean or Department Head may make adjustments for additional activities as deemed appropriate. Normally, a full-time faculty member's teaching load shall not be reduced to less than 12 credits per year.

Members of the faculty shall post office hours during which they shall be available to students.

VI.b.

I would like the following request discussed at the next Faculty Senate meeting.
The Montana Tech Faculty Senate respectfully requests that the Montana Tech Chancellor provide answers to the following questions:
1.   Do the duties of the chief of staff significantly overlap with the duties of the Chancellor of Montana Tech?
2.   Why is the position of chief of staff necessary?
3.   What warranted the creation of a chief of staff position?
4.   What opportunity costs are incurred by the creation and filling of this position of chief of staff?

Rationale

After reading the detailed position description for the chief of staff position and comparing it to the position description for the Montana Tech chancellor, it has appeared to some that the chancellor is attempting to hire someone, at a high salary, to perform the duties that the chancellor was hired to perform. This issue is particularly salient given the cutbacks and reductions that Tech has had to endure recently. I have been approached about this issue in my capacity as senator. This is a position that Montana Tech has never had before, why is it being put forward at this time?