

Faculty Senate Meeting  
9/10/99  
Pintlar Room, 4pm

Present: Danette Melvin, Mary MacLaughlin, Henry Gonshak (Chair), Butch Gerbrandt, Larry Smith, Bill MacGregor, Curtis Link, Celia Schahczenski (Recorder)  
Guests: Dan Bradley, Rick Douglas

Our new chair, Henry Gonshak, opened with a personal mission statement: To run the senate democratically, openly and to delegate when possible.

The senate began by brainstorming on what they would like to accomplish this year:

- \* Reassessment of the notion of service to this school.
- \* Updating the Faculty & Staff Handbook.
- \* Issues of open communication on campus (for example: Is the salary model being used?)
- \* Web courses - how we plan to monitor quality and how will reimbursement be handled.
- \* Salary model

Keeper of the Faculty & Staff Handbook

One clerical person should be assigned to record changes to the handbook. Celia generously volunteered. Over the summer Don made many changes to the handbook. It was decided that the original handbook will be Version 1 and the handbook with Don's changes will be Version 2.

Approval of changes to the Faculty Handbook, Section 2

The senate would like to get Version 2 of the handbook approved by the faculty. The next faculty meeting is tentatively scheduled for Nov. 1st. The senate plans to have at least two faculty forums by that time to discuss the changes. The first two are tentatively scheduled for Sept. 20 at 4:30pm and Sept. 28 at 3:30pm. The senate then plans to have a working session on Oct. 1st to incorporate the suggestions made at the forums. All faculty are invited to the working session. A third forum may be held to present the handbook that will be voted on.

Term limits on committees

Dan suggests that the senate look into establishing term-limits for all faculty committees. In fact, one of the changes in the handbook already mandates term-limits of 3 years on all faculty committees. (See the new Section 216.) This is one of the issues that needs to be discussed at the forums.

Faculty Evaluation Workshops

The Foundation has set \$15,000 aside for "professional development". Of this \$7,500 is for faculty development. On campus workshops on faculty evaluation are available for about \$5,000 (probably \$7,500 with travel costs for the presenters) via Cedar workshops, see [www.cedanet.com](http://www.cedanet.com). Dan is hoping for an endorsement by the senate. The senators agreed to check out the web site and make a recommendation next time.

Lectureships

UM has lectureship positions. These lectureship positions are non-tenurable, come with no research-responsibilities, command less money than tenure-track positions, but are secured with a Board Of Regents contract. UM has a rule that no more than 25% of any college can be lectureships. While not supporting this model, Dan says that Montana Tech needs to do something to raise faculty salaries. A strategic plan is needed that maintains quality but improves salaries. Other schools are using the lectureship model to raise the salaries of their tenure-track faculty.

Rick argued that we had such positions in the past and it was bad. These positions not only hurt individuals in such positions, but also the school. Departments with lectureship positions are not as strong as departments without them.

In a separate but related issue the discussion moved to part-timers. Some part-timers feel that lectureship positions would improve their situation. Butch pointed out that it is unlikely that part-timers are going to see benefit from lectureship positions if the goal of establishing these positions is to save money. In an email Colleen Elliot, who represents part-timers on the Chancellor's Advisory Committee, stated that Montana Tech part-time "pay rates are very low." She suggested other actions that could improve the life of part-timers such as: being included in the loop regarding campus affairs, being told what services are available for students and possibly a part-time instructor luncheon at the beginning of each semester.

In an email Jean Larson asked: "Can part-time people vote at faculty meetings?" It was determined that this is not clear from the handbook and is another issue that needs to be addressed in the handbook. She also asked: "How much notice does a non-tenured person get when their contract will not be renewed?" This is in the board policy and is prorated according to how long they have been here.

It was agreed that there is not enough dialog with part-time faculty.

#### Faculty Research Misconduct Policy

There is a federal mandate that a faculty research misconduct policy be in place at institutions doing research. Joe Figuera distributed three such policies: UM's (which is currently only a draft), Univ. of Mississippi's and Univ. of Missouri's. He would like a senator to sit on the Research Advisory Committee. Larry currently sits on that committee and will serve as the Faculty Senate representative. Once that committee has developed a draft they will run it past the Faculty Senate.

#### Salary Committee Expansion

Email from Rick Rossi suggested expanding the salary committee. This will be looked at as part of the Faculty & Staff Handbook.

The minutes of the Aug. 24th meeting were approved.

The minutes of the Aug 2nd meeting were approved.

Celia was voted in as the vice-chair of the Faculty Senate.

The meeting adjourned at 5:30pm. The next meeting will be Tuesday, Sept. 14 at 4:30.