

## MONTANA TECH FACULTY SENATE

Friday, November 17, 2006

### MINUTES OF THE MEETING

Members present: Lance Edwards, Betsy Garlish, Paul Conrad, John Brower, Karen Porter, Rod James

Members absent: Mark Sholes, Miriam Young

Visitor: Jim Gerard

Business: Vice President Lance Edwards chairing

- It was noted that President Sholes was attending meetings with UM President Dennison on campus, as were Chancellor Gilmore and Vice-Chancellor Patton.
- The minutes of the previous meeting were approved as earlier revised and printed.

Discussion

#### **Tenure and non-tenure tracks at Montana Tech, continued (see minutes of previous Faculty Senate meetings, 10-20-06 and 11-03-06, for earlier discussions)**

Senate members continued the discussion of an “up-or-out” tenure policy for Montana Tech, paralleling the recommended AAUP guidelines. Further points included:

- It was recognized that existing policy (or at least past practice) is to “grandfather in” current faculty when there is a basic change in the contracting system.
- An addition would be needed to the Faculty Handbook indicating that if an individual on tenure track fails to make tenure, the following year’s contract, if sought, would be for one year only, after which the person would leave the campus.
- A non-tenure track faculty member can be given a terminal contract any year.
- John Brower provided a list of the current Tenure and Non-tenure track positions that occur on the U of M campus. They are:
  - Tenable:
    - Professor
    - Associate Professor
    - Assistant Professor
    - Instructor
  - Non-Tenable:
    - Lecturer
    - Adjunct faculty at any rank
    - Visiting faculty/scholar/artist at any rank
    - Research faculty at any rank
    - Clinical faculty at any rank
- Question: Can Tech hire a person to a tenure-track position without the terminal degree (Ph.D. or other) in the person’s field? Discussion revolved around what the caveats to the contract would need to be – seeking and/or completing this terminal degree within a specified length of time.
- Idea: Every department should have 80% or more members holding the terminal degree appropriate to that field. A department of 3-7 members could have one non-tenured position.

- Idea: Have everyone hired on tenure track. After 5 or 6 years, person could decide to step off this track onto a non-tenure track. Each faculty person would get one chance to decide. Issue: If s/he decided on a non-tenure track position, such a position might not be available in that department at that time, based on the earlier decision by each department about the ratio of tenure to non-tenure positions.
- To become a Full Professor, one needs the terminal degree (Ph.D. or other) in one's field. If a person chose to get off the tenure track, s/he would stay at the professorial level s/he was currently on.
- Question: Should a faculty member who chooses to get off the tenure track get a different title – like Assistant Lecturer or Associate Lecturer (or Senior Lecturer)?

**NEXT MEETING: Friday, December 1, 2006  
8:00 AM, Mountain Con Room**

Respectfully submitted,  
Karen Porter, Secretary